

Jobstairs 11

Julia Schneider

Contracting ,1917

Akzeptanz und Nutzung mobiler Applikationen Susanne Niklas,2014-11-21 Susanne Niklas analysiert zentrale Einflussfaktoren der initialen Akzeptanz und weiterführenden Nutzung mobiler Applikationen. Am Beispiel mobiler Jobportale untersucht die Autorin im Rahmen einer empirischen Studie Applikationseigenschaften sowie individuelle Ziele und Nutzungsmotivationen, welche die weiterführende Nutzung mobiler Applikationen beeinflussen. Denn mobile Applikationen erfreuen sich zwar einer hohen Akzeptanz bezüglich des Downloads, werden jedoch häufig nur einmal genutzt und anschließend wieder vergessen. Die Ergebnisse der Kausalanalyse bieten Anknüpfungspunkte für eine nachhaltige Applikationsentwicklung und -vermarktung, um der häufig auftretenden Problematik der Einmalnutzung entgegenzuwirken.

Vorteile von Social Media als Instrument der Personalbeschaffung gegenüber traditionellen Beschaffungswegen Christina Buckreus,2015-09-16 Diplomarbeit aus dem Jahr 2014 im Fachbereich Führung und Personal - Recruiting, Note: 1,7, Verwaltungs- und Wirtschaftsakademie Rhein-Neckar e. V., Veranstaltung: Human Ressource, Sprache: Deutsch, Abstract: In der heutigen Zeit spielt das Thema Internet eine immer größer werdende Rolle und ist für viele User (engl., Nutzer) nicht mehr weg zu denken. Privatpersonen wie auch Unternehmen präsentieren sich durch Internetseiten, auch Homepages oder Websites genannt, genauso wie über Social Media Plattformen wie zum Beispiel „Xing“ oder „LinkedIn“. Unter Social Media werden alle Wege und Medien verstanden, die zur Kommunikation und zum Informationsaustausch dienen und im weitesten Sinne über das Internet stattfinden. Es wird demzufolge nicht nur als reines Kommunikationsmittel sondern auch als marketingrelevantes Instrument der Eigendarstellung einer Person oder eines Unternehmens genutzt. Somit sind Parallelen zwischen Marketing und dem Bereich Personalwirtschaft zu erkennen. Im Marketing ist die Zielgruppe jedoch der Kunde oder Konsument, in der Personalwirtschaft der potenzielle Bewerber oder Mitarbeiter. An der steigenden Internetaffinität wechselwilliger Arbeitnehmer und der Vielzahl der anbietenden Unternehmen kann man den wachsenden Markt an Online-Jobbörsen stets beobachten, wie in Kapitel 5.1 statistisch dargestellt wird. Die Akzeptanz als Standard erfolgt gleichermaßen sowohl auf Seiten der Unternehmen als auch auf Seiten der Bewerber. Nicht zu unterschätzen ist ebenfalls die heutige Denken- und Verhaltensweise, welche die Menschen diesbezüglich an den Tag legen und erwarten. Die traditionellen Wege der Personalbeschaffung werden immer seltener genutzt. Sie sind zum größten Teil zu zeit- und kostenaufwendig. So wechseln viele Unternehmen und Bewerber in die digitale Welt. Hierzu ist anzumerken, dass Personalbeschaffung intern und extern erfolgen kann. Da die interne Personalbeschaffung oft sehr stark auf die Entwicklung des vorhandenen Personal spezialisiert ist, in der Arbeit die Personalbeschaffung im Sinne von Zuwachs oder Zugang neues Personals verstanden werden soll, werde ich mich in der vorliegenden Ausführung ausschließlich mit der externen Personalbeschaffung befassen. Hinzu kommt, dass es im externen Personalbeschaffungsprozess tendenziell zu größeren Informationsasymmetrien kommt als intern. Es ist davon auszugehen, dass ein Unternehmen sein bereits eingestelltes Personal besser kennt und einschätzen kann als externe Bewerber. [...]

Personal-Recruiting - 50 Checklisten für bestes Personal ,

Social Media im Personalmanagement Frank Bärmann,2016-09-28 Das Thema Fachkräftemangel wird in Deutschland immer dringlicher. Frank Bärmann zeigt, inwiefern sich die Situation in der Personalwirtschaft verändert hat, und warum alte Methoden nicht mehr funktionieren. Mit einem besonderen Blick auf die jeweilige Strategie wird erklärt, wie die einzelnen Social Media Kanäle effektiv für Employer Branding, Personalmarketing und Recruiting eingesetzt werden können.

Building Age ,1905

Engineering Economic Analysis Clarence Edward Bullinger,1942

Mostly Sunny Herb Streifer,2003-08 Herb Streifer was born in the Bronx in 1915, an area where upward, aspiring immigrants-Jewish, Italian and Irish-went to escape the ghettos of the lower East Side. When his father died in 1930 at the beginning of the Great Depression, Streifer was fifteen. He and his siblings helped their mother run the family grocery in Elmhurst, Queens through the depression years. Cash became so tight they had to give up their large apartment and move to the back of the store. Once Streifer finished high school, he continued working and went to City College nights. He graduated in 1941 with a BS just in time to be drafted into the army. Streifer married during WW II and, after the war, earned an MBA by night at NYU, and started a family. From these experiences, his wry humor, and an appreciation for a great anecdote, the stories came.

Das kleine 1 x 1 des Personalmanagements Wolfgang Heise,2010-08-04 Eine Einführung in die Grundlagen des Personalmanagements für BWL-Studenten und die, die das kleine Einmaleins wieder vergessen haben.

Rekrutierung der Net Generation: E-Recruiting mit Hilfe von Web 2.0-Tools Daniela M. Weise,2011-04 Der demographische Wandel und der War of Talents hinterlassen immer mehr ihre Spuren im deutschen Arbeitsmarkt. Vorprogrammiert sind dabei in den nächsten Jahren zwei große Schwierigkeiten, die Unternehmen vor nie dagewesene Herausforderungen stellen: Neben der geringeren Anzahl der nachrückenden Jahrgänge, unterscheiden sich die jüngeren Generationen von den vorherigen vor allem in Bezug auf Lebenseinstellung, Technologie-Affinität und nicht zuletzt deren Erwartungshaltung an ihren Arbeitgeber. Dies sorgt für Verständnisschwierigkeiten unter den Generationen, deren Lösung bzw. Annäherung gleichzeitig als die künftige Herausforderung für die Personalabteilungen angesehen werden kann. Das fehlende Verständnis der Personaler für die Bedürfnisse der jungen Menschen führt zu Diskrepanzen im Umgang miteinander und spiegelt sich auch in den Rekrutierungsmaßnahmen wieder. Wird die Generation Y nicht über ihre Kommunikationsmittel z.B. Internet oder Handy in einer ansprechenden Art und Weise für das Unternehmen aufmerksam gemacht, so wird dies dazu führen, dass benötigte Bewerber ausbleiben und der Erfolg gefährdet ist. Die Ausführungen dieses Buches verstehen sich als Hilfestellung für Unternehmen und all diejenigen die sich für die Besonderheiten künftiger Arbeitnehmer der Net Generation und deren Rekrutierungsmöglichkeiten interessieren. Unter Berücksichtigung der aktuellen Trends in Technik und im Personalbereich veranschaulichen zahlreiche Praxisbeispiele mögliche Recruitings- bzw. Employerbrandingansätze, um einen Blick in künftige Entwicklungen zu gewähren und ein entsprechendes Handeln zu ermöglichen.

HR-PR: Get together? Personalmarketing und Public Relations für ein attraktives Arbeitgeberimage in den Social Media Marina Eilert,2011 804 Fans auf der Fan Site 'Telekom Karriere' in Facebook, 1.047 Follower und 669 Tweets im Twitter Account 'Telekom Karriere', Gesellschafter im e-fellows.net' einem Online-Karrierenetzwerk, ein Unternehmensprofil auf 'Xing' und eines auf der Arbeitgeberbewertungsplattform 'Kununu' u.v.m. - das ist die Deutsche Telekom in den sozialen Netzwerken. Und wieso all das? Um den Dialog mit potenziellen Bewerbern und Bewerberinnen zu intensivieren. Denn es sind die Mitarbeiter, die Leistungsfaktoren wie bspw. Produktivität und Know-how mitbringen und daher die fundamentale und langfristig bedeutendste Ressource für ein Unternehmen

darstellen. Oft ist es jedoch nicht leicht für Arbeitgeber, die passenden Mitarbeiter zu finden. Seit einiger Zeit findet das Schlagwort Human Resources-Public Relations (HR-PR) Einzug in Fachtagungen, Seminaren und PR- und Personalfachzeitschriften. Ein Blick in die Unternehmen lässt erkennen, dass die Anzahl der Unternehmen, die eine allgemeine aktive Kooperation zwischen HR- und PR-Abteilung anstreben, steigt. Daher ist es interessant, ob die Zusammenarbeit von HR- und PR auch in den Social Media im Hinblick auf die jeweiligen Zielsetzungen möglich ist bzw. welche Rolle die sozialen Medien dabei spielen. Die übergeordnete Fragestellung dieser Studie lautet deshalb: Kann das Personalmarketing gemeinsam mit der PR ein attraktives Arbeitgeberimage mit Hilfe von Social Media-Diensten kreieren?

Personalanwerbung durch Nutzung von Webtechnologie Jürgen Schiller, 2006-06-05 Diplomarbeit aus dem Jahr 2006 im Fachbereich Führung und Personal - Sonstiges, Note: 1,3, FOM Essen, Hochschule für Oekonomie & Management gemeinnützige GmbH, Hochschulleitung Essen früher Fachhochschule, Sprache: Deutsch, Abstract: Während Stellenanzeigen in den Printmedien nur einen Tag lang zu sehen sind, bleiben sie bei Online-Jobbörsen und der Unternehmenshomepage so lang abrufbar, bis die Stelle besetzt ist. Der Postweg nimmt ein bis zwei Tage in Anspruch; eine E-Mail dagegen benötigt Sekunden, um ihr Ziel zu erreichen. Die traditionelle Papierbewerbung muss aufwändig archiviert und verwaltet werden; die elektronische Bewerbung beansprucht wenig Speicherplatz im HR-Informationssystem und steht jedem Berechtigten zur Einsicht zur Verfügung. Diese knappe Gegenüberstellung der traditionellen Personalbeschaffung und des ERecruitings spricht zunächst für das E-Recruiting. Ist E-Recruiting nur eine Modeerscheinung des Internetzeitalters? Ist die vollständige oder teilweise Abwicklung der Personalbeschaffungsprozesse über elektronische Medien besser als die traditionelle Personalbeschaffung?

Neue Möglichkeiten durch Social Media im Personalmarketing Liana Klikics, 2012-10-30 Bachelorarbeit aus dem Jahr 2012 im Fachbereich BWL - Personal und Organisation, Note: 2,7, Fachhochschule Lausitz in Cottbus, Sprache: Deutsch, Abstract: Die stetigen gesellschaftlichen Veränderungen beeinflussen das heutige Personalmarketing, denn der demografische Wandel rückt die Generation Y in den Vordergrund, die bevorzugt mit dem Medium Internet kommuniziert. Studien (z.B. die ARD-ZDF-Studien zur Onlinenutzung) ergeben, dass die Gesamtverweildauer der Bevölkerung im Internet kontinuierlich ansteigt. Die klassischen Printmedien verlieren immer mehr an Attraktivität, weil sich die Bevölkerung verstärkt an den digitalen Medien orientiert. Wenn das heutige Personalmarketing die neuen Herausforderungen erfolgreich bestehen will, dann setzt dies von den verantwortlichen Personalmanager/-innen eine Auseinandersetzung mit dem Internet und dessen neuen Kommunikationskanälen voraus. Social Media ist umso wichtiger, weil das Personalmanagement durch dieses Medium die Generation Y und X effektiv anspricht. Diese Ausarbeitung bringt den Lesern den Nutzen sowie die Möglichkeiten von Social Media näher. Beginnend mit der allgemeinen Erläuterung des Personalmarketings und fortgeführt mit den allgemeinen Grundlagen von Social Media werden diese beiden Themen abschließend miteinander vereint.

Stairways and Ladders, 1997

Digital Natives Wolfgang Appel, Birgit Michel-Dittgen, 2013-12-04 Gegenstand des Buchs ist die Darstellung von Interessen, Einstellung und Lebensgewohnheiten von Angehörigen der Digital Natives (oder Generation Y), um Personal und Recruitingverantwortlichen sowie Ausbildern einen vertieften Einblick in die aktuellen Lebensrealitäten dieser Zielgruppe zu geben und ihnen somit mehr Entscheidungsgrundlagen für die Gestaltung ihrer Konzepte und Prozesse zu bieten. Die Herausgeber und Autoren konzentrieren sich dabei auf die Lebenswelten der zwischen 1993 und 1999 geborenen Jugendlichen, der Altersgruppe, die den Bewerbungsprozessen um eine Ausbildungsstelle oder um einen Platz im Dualen Studium am nächsten steht. Einen besonderen Akzent erfahren dabei Jugendliche, die einen einfachen oder mittleren Bildungsabschluss anstreben und die die zentrale Zielgruppe des Personalmarketings für die besonders kritischen gewerblich-technischen Ausbildungsberufe darstellen. Die Beiträge wurden von Experten – vor allem aus der Wissenschaft, aber auch aus Unternehmen und der Jugendarbeit – verfasst und richten sich vor allem an Praktiker in Unternehmen.

The Self Preservation Society Matthew Field, 2019-08-06 This year marks the 50th anniversary of the British cult classic movie The Italian Job. This landmark anniversary presents a unique opportunity to celebrate the film with a coffee table book packed full of images, insights and revelations. Loaded with Sixties swagger, and famed for its endlessly quotable dialogue and one of the most impressive car chases in movie history, The Italian Job is the ultimate celebration of 'cool Britannia'. From the opening sequence of Rossano Brazzi gliding through the Alps in an orange Lamborghini Miura, to the high-speed getaway across the city of Turin in three Mini Coopers, The Italian Job is a petrolhead's dream. The Self Preservation Society will detail how all these cars, including the Aston Martin DB4 and E-Type Jaguars were found and ultimately where they are today. Over the last 20 years, author Matthew Field he has interviewed all the key people involved in the 1969 production. Through him, their stories are revealed, often for the first time. Based on more than 50 in-depth interviews with the cast and crew, and lavishly illustrated with hundreds of never-before-seen photographs and production documents, this definitive book will explode some myths, include a few revelations and tell the fascinating full story of this perennially popular movie.

The Longevity Code Kris Verburgh, 2019-12-24 Slow down the aging process and live well for longer Do you know exactly how and why you age? And what you can do— whatever your current age—to slow that process and have a longer, healthier life? In The Longevity Code, medical doctor Kris Verburgh illuminates the biological mechanisms that make our bodies susceptible to heart attacks, dementia, diabetes, and other aging-related diseases. With the facts laid out, he provides the tools we need to slow down the aging process. His scientifically backed Longevity Staircase outlines a simple yet innovative step-by-step method offering better health and a longer life span— especially the crucial role of proper nutrition and exercise. But diet and exercise might not be the only way to crack the “longevity code”: With each passing day, advances in biotechnology that were once the stuff of science fiction are emerging. Dr. Verburgh discusses how new types of vaccines, mitochondrial DNA, CRISPR proteins, and stem cells may help us slow and even reverse aging—now and in the future—and when paired with the right lifestyle, lead to longer, healthier lives than we’ve ever imagined.

This Day In North American Indian History Phil Konstantin, 2002-10-16 This one-of-a-kind, fun-to-read book covers over 5,000 years of North American Indian history, culture, and lore. Wide-ranging and in-depth, it lists over 5,000 important events involving the native peoples of North America in a unique day-by-day format. Photos.

Expansión, 1991

Measuring Sex Stereotypes John E. Williams, Deborah L. Best, 1990-04 This volume provides an explanation of contemporary sex stereotypes and the degree to which they prevail in different cultures. Providing data from 30 countries, the authors examine their findings from the following perspectives: affective meanings, ego studies and

psychological needs.

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