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Michael Bazzell

Personalmarketing im Internet Elena Pentsi, 2001-02-21 Inhaltsangabe: Zusammenfassung: Die Arbeit befasst sich mit den Nutzen- und Profilierungspotentialen von Personalmarketingaktivitäten für Unternehmen im Internet. Hierbei wird sowohl die Nutzung externer Jobbörsen, als auch die Nutzung der eigenen Unternehmenshomepage zu Personalmarketingzwecken betrachtet. Neben Effizienzvorteilen der virtuellen Bewerberabwicklung werden die Möglichkeiten der differenzierten Bewerberansprache diskutiert. Exemplarisch wird das Bewerbungsverfahren der ZF Friedrichshafen im Internet beschrieben, und mit der Deutschen Bank AG ein Beispiel für eine Human-Ressource Homepage gegeben. Inhaltsverzeichnis: Inhaltsverzeichnis: Inhaltsverzeichnis I Abkürzungsverzeichnis IV Abbildungsverzeichnis V 1. Einleitung 1 1.1 Problemstellung und Zielsetzung 1 1.1.1 Gang der Untersuchung 2 2. Einordnung des Mediums Internet 3 2.1 Das Internet und seine Bedeutung 3 2.2 Dienste im Internet 4 2.2.1 Kommunikation im Internet 4 2.2.2 Das World Wide Web (WWW) 5 2.2.3 Sonstige Dienste im Internet 6 2.3 Technische Zugangsvoraussetzungen 6 2.4 Nutzung und Nutzerstruktur des Internet 7 2.5 Sicherheit des Internet 8 2.6 Zukunft des Internet 10 3. Systematisierung der Personalmarketing Grundlagen 11 3.1 Begriffsbestimmung und Bedeutung des Personalmarketings innerhalb des Unternehmens 11 3.2 Ziele und Funktionen des Personalmarketings 12 3.2.1 Profilierungsfunktion 13 3.2.2 Motivations- / Betreuungsfunktion 14 3.2.3 Akquisitionsfunktion / Beschaffungsfunktion 14 3.3 Externe Personalbeschaffungsmethoden 16 3.3.1 Stellenanzeigen in Printmedien 16 3.3.2 Personalberater 17 3.3.3 Hochschulmarketing und Rekrutierungsmessen 18 3.3.4 Weitere Möglichkeiten 19 3.4 Möglichkeiten und Grenzen klassischer Beschaffungswege 19 4. Einsatzmöglichkeiten und Profilierungspotentiale des Internet im Personalmarketing 21 4.1 Nutzung des Mediums Internet im Personalmarketing 21 4.1.1 Branchenspezifische Ausprägungen 22 4.1.2 Zielgruppen 23 4.2 Einsatzmöglichkeiten des Internet im Personalmarketing 24 4.2.1 Externe Job- bzw. Stellenbörsen 24 4.2.2 Unternehmenseigene Jobbörse 28 4.2.3 Beteiligung an Virtual Communities 29 4.2.4 Online-Bewerbungen 30 4.2.5 Online-Assessment Center 32 4.2.6 Einsatz von E-Mail 34 4.2.7 Sonstige Möglichkeiten 35 4.3 Einfluss des Personalmarketings im Internet auf das Unternehmensimage 37 5. Nutzenpotentiale des Internet im Personalmarketing 38 5.1 Effizienzvorteile virtueller Bewerberabwicklung 38 5.1.1 Kontaktaufnahme und Kommunikation mittels Internet 38 5.1.2 Arbeitsentlastung durch [...]

Personalrekrutierung im Internet aus der Sicht des Bewerbers Monica Steinberger, 2000-12-14 Inhaltsangabe: Einleitung: Aufgrund der weltweiten Vernetzung und der steigenden Internationalisierung gewinnt das Internet in der Arbeitswelt immer mehr an Bedeutung. Speziell im Bereich der Personalrekrutierung erfährt die klassische Arbeit in den Personalabteilungen einen Wandel. Während noch vor einiger Zeit das Internet nur zur Darstellung des Unternehmens und zum Zwecke des Marketings genutzt wurde, geht der Trend heute in Richtung offensiver Rekrutierung von High Potentials und Young Professionals. Gang der Untersuchung: Diese Arbeit beschäftigt sich mit der Thematik, inwieweit die Unternehmen diesen Trend erkannt haben und ihre personalspezifischen Unternehmensseiten im Internet zielgruppengerecht gestalten. Hierfür werden die Homepages von insgesamt sechs Unternehmen aus den Dienstleistungsbereichen des Banken- und Kreditwesens, der Unternehmensberatung und der Autovermietung anhand vordefinierter Kriterien miteinander verglichen. Die Ergebnisse werden anschließend nach einem festgelegten 4-Punkte-Schema bewertet, so daß die einzelnen Homepages, gemäß ihrer erreichten Gesamtpunktzahl, in eine Ranking-Tabelle platziert werden können. Die Analyse und die anschließende Bewertung zeigen, daß noch nicht alle Unternehmen die Bedeutung des Internet für die Rekrutierung von Hochschulabsolventen erkannt haben und infolgedessen die Möglichkeiten, die dieses Medium hierfür bietet, nicht oder nur unzureichend nutzen. Inhaltsverzeichnis: Inhaltsverzeichnis: Abstract Abstract Abbildungsverzeichnis V 1. Einleitung und Zielsetzung 1 2. Das Internet 3 2.1 Entstehung des Internet 3 2.2 Nutzungsmöglichkeiten des Internet 4 2.2.1 Kommunikation 4 2.2.1.1 E-Mail 5 2.2.1.2 Diskussionslisten und NetNews 5 2.2.1.3 Chatting 6 2.2.2 World Wide Web 6 2.3 Vorteile, Nachteile und Entwicklungstendenzen 7 2.3.1 Vorteile 7 2.3.2 Nachteile 8 2.3.3 Entwicklungstendenzen 9 3. Nutzungsmöglichkeiten des Internet für Studenten 11 3.1 Informationsbeschaffung 11 3.1.1 Wissenschaftliche Arbeiten 11 3.1.2 Praktikumsplatz 12 3.1.3 Magister- und Diplomarbeiten 12 3.1.4 Feste Anstellung 13 3.1.5 Aktuelle Themen 13 3.2 Kommunikation 14 4. Personalrekrutierung 15 4.1 Bisherige Wege der Rekrutierung 15 4.1.1 Anzeigen in Zeitungen und Zeitschriften 15 4.1.2 Rekrutierungsmessen 16 4.1.3 Unternehmenspräsentationen vor Ort 18 4.2 Personalrekrutierung über das Internet 19 4.2.1 Bedeutung und Entwicklung 19 4.2.2 Jobbörsen 20 4.2.3 Unternehmenseigene Homepage 23 4.2.4 Virtual [...]

Personal-Recruiting - 50 Checklisten für bestes Personal, **Open Source Intelligence Tools and Resources Handbook** i-intelligence, 2019-08-17 2018 version of the OSINT Tools and Resources Handbook. This version is almost three times the size of the last public release in 2016. It reflects the changing intelligence needs of our clients in both the public and private sector, as well as the many areas we have been active in over the past two years.

Google for Jobs Henner Knabenreich, 2021-08-27 Almost all search queries are now made via Google and the search for a new job via Google is also increasing steadily. Thanks to Google for Jobs, Google's claim to offer users the best search experience is now also evident in the job search. Henner Knabenreich presents the most important findings about Google for Jobs and provides important tips and hints for successful use. He shows that companies benefit from an unprecedented opportunity to provide reach - regardless of size, industry and job description. To bring applicants and companies together in the best and fastest possible way is Google's claim. Find out how you as an employer can benefit from this job search here. The author: Henner Knabenreich has been working on the career pages and application processes of employers since 2003. As an "employer branding optimizer", he advises companies on the implementation of career websites, has been promoting the role of SEO in the context of recruiting for years and observes Google's activities in the job market. He is author of the book Career Websites with Wow! effect and blogs on an influential HR blog. This Springer essential is a translation of the original German 1st edition essential, Google for Jobs by Henner Knabenreich published by Springer Fachmedien Wiesbaden GmbH, part of Springer Nature in 2019. The translation was done with the help of artificial intelligence (machine translation by the service DeepL.com). A subsequent human revision was done primarily in terms of content, so that the book will read stylistically differently from a conventional translation. Springer Nature works continuously to further the development of tools for the production of books and on the related technologies to support the authors.

Der clevere Praktikumsführer Birgit Adam, 2003-01-27 Auf der Suche nach einem Praktikum begegnen den Schülern und Studierenden viele Fragen und wenige Antworten. Welches Praktikum brauche ich und vor allem: Wie finde ich es? Was erwartet mich in einem Praktikum? Welche Voraussetzungen sollte ich erfüllen und was kann ich vom Arbeitgeber verlangen? In diesem Ratgeber finden Sie alles, was Sie bei der Suche brauchen: Infos zu Praktikumsbörsen im Internet sowie zahlreiche nützliche Adressen im In- und Ausland mit Angaben zu Ansprechpartnern, Tätigkeitsbereich,

Verdienstmöglichkeiten und Einstiegschancen. Außerdem gibt das Buch Hilfestellung zu Fragen der rechtlichen Situation, Bewerbungstipps und Ratschläge für Bewerbungen im Ausland.

Gender Across Languages Marlis Hellinger, Hadumod Bußmann, 2002-04-10 This is the second of a three-volume comprehensive reference work on "Gender across Languages", which provides systematic descriptions of various categories of gender (grammatical, lexical, referential, social) in 30 languages of diverse genetic, typological and socio-cultural backgrounds. Among the issues discussed for each language are the following: What are the structural properties of the language that have an impact on the relations between language and gender? What are the consequences for areas such as agreement, pronominalisation and word-formation? How is specification of and abstraction from (referential) gender achieved in a language? Is empirical evidence available for the assumption that masculine/male expressions are interpreted as generics? Can tendencies of variation and change be observed, and have alternatives been proposed for a more equal linguistic treatment of women and men? This volume (and the previous two volumes) will provide the much-needed basis for explicitly comparative analyses of gender across languages. All chapters are original contributions and follow a common general outline developed by the editors. The book contains rich bibliographical and indexical material. Languages of Volume 2: Chinese, Dutch, Finnish, Hindi, Icelandic, Italian, Norwegian, Spanish, Vietnamese, Welsh.

Subjektivierung von Arbeit Manfred Moldaschl, G. Günter Voss, 2002

Recruitment James A. Breugh, 1992

The Oxford Handbook of Recruitment Kang Yang Trevor Yu PhD, Daniel M. Cable PhD, 2013-10-15 The past 40 years have established recruitment as a fundamental area of research to both researchers and practitioners. No longer is recruitment viewed as simply another component of human resource management but rather a strategic tool with wide-ranging implications for organizations. To this extent investigations on the subject have drawn upon diverse perspectives from economics to marketing, highlighting recruitment's links with multiple aspects of organizational functioning such as selection, onboarding, organizational culture, job performance, and turnover. The goal of this handbook is to provide an integrative and comprehensive summary of the state of recruitment research. It is hoped that by providing insight to both theoretical and empirical underpinnings of the topic this volume will focus readers to the important issues affecting our understanding and application of recruitment concepts; and provide structure toward current thinking and future exploration of the field. In the spirit of investigative inquiry, the book's chapters are organized according to the questions they answer about the nature of recruitment: Who is involved in recruitment; What do these stakeholders do; When do recruitment phenomenon occur; Where does recruitment take place; Why does recruitment influence various stakeholders in the process; and finally, how is recruitment investigated? Aimed at both potential and existing recruiters, the expert contributions included in this handbook serve as a springboard to energize and focus future endeavor in recruitment, an increasingly pertinent driver of individual and organizational success.

Language and Speech in Synchrony and Diachrony Galina T. Polenova, Tatiana G. Klikushina, 2017 This collection arises from the Fifth International Scientific Conference, Language and Speech in Synchrony and Diachrony, held in Taganrog, Russia, devoted to the memory of Russian linguist and philosopher Professor P.V. Chesnokov. It examines the functioning of different levels of linguistic units and categories of speech with regard to intra- and cross-cultural communication in pragmatics of speech. The theory of language and speech is represented not only in synchrony, but in diachrony, in the comparative and typological aspects of languages from various groups, including non-literate Yenisei languages. A further subject of discussion within is the problem of translation, and the relation of language and speech, text and discourse. The volume consists of six parts: Part I: Language and its grammatical categories in diachronic aspect; Part II: Grammar and other subsystems of the language; Part III: Cross-cultural communication and translation; Part IV: Problems of linguistic and diachronic typology; Part V: Pragmalinguistics and speech; and Part VI: Text, discourse, speech in anthropocentric paradigm. The book will be of interest to scholars of philology, linguistics, culture and humanities, as well as those interested in issues of language, culture and language teaching methods.

Overcoming School Refusal Joanne Garfi, 2018-01-31 School refusal affects up to 5% of children and is a complex and stressful issue for the child, their family and school. The more time a child is away from school, the more difficult it is for the child to resume normal school life. If school refusal becomes an ongoing issue it can negatively impact the child's social and educational development. Psychologist Joanne Garfi spends most of her working life assisting parents, teachers, school counsellors, caseworkers, and community policing officers on how best to deal with school refusal. Now her experiences and expertise are available in this easy-to-read practical book. Overcoming School Refusal helps readers understand this complex issue by explaining exactly what school refusal is and provides them with a range of strategies they can use to assist children in returning to school. Areas covered include: • types of school refusers • why children refuse to go to school • symptoms • short term and long term consequences • accurate assessment • treatment options • what parents can do • what schools can do • dealing with anxious high achievers • how to help children on the autism spectrum with school refusal

The War for Talent Ed Michaels, Helen Handfield-Jones, Beth Axelrod, 2001 Divulging counterintuitive revelations about what it really takes to attract, develop, and retain top performers, this is the definitive guide to today's most urgent business dilemma.

The Unwritten Rules of PhD Research Marian Petre, 2010-01-01 This title, from Gordon Rugg and Marian Petre, discusses the unwritten rules of the academic world, the things people forget to tell you about doing a doctorate.

From Strategic Planning to Strategic Management H. Igor Ansoff, Roger P. Declerck, Robert L. Hayes, 1976 Monograph of articles on strategic management techniques - covers the study of organizational goals, the personal development of the strategic manager and his recruitment, management development and placement, etc., and includes case studies of strategic management in Hungary, Japan, etc. Diagrams and references.

Open Source Intelligence Techniques Michael Bazzell, 2016 This book will serve as a reference guide for anyone that is responsible for the collection of online content. It is written in a hands-on style that encourages the reader to execute the tutorials as they go. The search techniques offered will inspire analysts to think outside the box when scouring the internet for personal information. Much of the content of this book has never been discussed in any publication. Always thinking like a hacker, the author has identified new ways to use various technologies for an unintended purpose. This book will improve anyone's online investigative skills. Among other techniques, you will learn how to locate: Hidden Social Network Content, Cell Phone Owner Information, Twitter GPS & Account Data, Hidden Photo GPS & Metadata, Deleted Websites & Posts, Website Owner Information, Alias Social Network Profiles, Additional User Accounts, Sensitive Documents & Photos, Live Streaming Social Content, IP

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The Original Portrayal of Mozart's Don Giovanni Magnus Tessing Schneider,2021-11-16 The Original Portrayal of Mozart's Don Giovanni offers an original reading of Mozart's and Da Ponte's opera Don Giovanni, using as a lens the portrayal of the title role by its creator, the baritone Luigi Bassi (1766–1825). Although Bassi was coached in the role by the composer himself, his portrayal has never been studied in depth before, and this book presents a large number of new sources (first- and second-hand accounts), which allows us to reconstruct his performance scene by scene. The book confronts Bassi's portrayal with a study of the opera's early German reception and performance history, demonstrating how Don Giovanni as we know it today was not only created by Mozart, Da Ponte and Luigi Bassi but also by the early German adapters, translators, critics and performers who turned the title character into the arrogant and violent villain we still encounter in most of today's stage productions. Incorporating discussion of dramaturgical thinking of the late Enlightenment and the difficult moral problems that the opera raises, this is an important study for scholars and researchers from opera studies, theatre and performance studies, music history as well as conductors, directors and singers.

Facetten der Digitalisierung Yvonne Thorhauer,Christoph A. Kexel,2020-04-15 In diesem Buch thematisiert die Professorenschaft der accadis Hochschule die Auswirkungen der Digitalisierung auf ihre Fachbereiche: Notwendige Umbrüche der Wirtschaftsethik, Auswirkungen künstlicher Intelligenz auf Marketing und Produktentwicklung, Veränderungen in der Unternehmenskommunikation, digitale Innovationen in Sport- und Gesundheitsmanagement, intelligente Distribution mit Blockchain-Technologien sowie Tokens im Finanzmarkt.

A PhD Is Not Enough! Peter J. Feibelman,2011-01-11 Everything you ever need to know about making it as a scientist. Despite your graduate education, brainpower, and technical prowess, your career in scientific research is far from assured. Permanent positions are scarce, science survival is rarely part of formal graduate training, and a good mentor is hard to find. In *A Ph.D. Is Not Enough!*, physicist Peter J. Feibelman lays out a rational path to a fulfilling long-term research career. He offers sound advice on selecting a thesis or postdoctoral adviser; choosing among research jobs in academia, government laboratories, and industry; preparing for an employment interview; and defining a research program. The guidance offered in *A Ph.D. Is Not Enough!* will help you make your oral presentations more effective, your journal articles more compelling, and your grant proposals more successful. A classic guide for recent and soon-to-be graduates, *A Ph.D. Is Not Enough!* remains required reading for anyone on the threshold of a career in science. This new edition includes two new chapters and is revised and updated throughout to reflect how the revolution in electronic communication has transformed the field.

Daily Weather Maps United States. Environmental Data Service,1968

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