

Jörg Dehmel

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# Mitarbeiterfluktuation bekämpfen

Handlungsfelder der Personalentwicklung

# Mitarbeiterfluktuation Bek Mpfen Personalentwicklung J Rg Dehmel

**Jörg Dehmel**



## **Mitarbeiterfluktuation Bekämpfen Personalentwicklung Jörg Dehmel:**

*Mitarbeiterfluktuation bekämpfen: Handlungsfelder der Personalentwicklung* Jörg Dehmel, 2015-07 Durch den Weggang von Mitarbeitern können Unternehmen zahlreiche Wettbewerbsnachteile entstehen Aus der vom Unternehmen nicht gewünschten Fluktuation resultieren vor allem immense Rekrutierungskosten für die Personalersatzbeschaffung sowie Verluste von organisationseigenem Wissen Verzeichnet ein Unternehmen unfreiwilligen Mitarbeiterverlust und ist gleichzeitig die Ersatzbeschaffung von Personal auf dem Arbeitsmarkt kaum oder nicht möglich ist der Erfolg des Unternehmens in Gefahr denn die Qualität der Mitarbeiter gilt als wichtigster Erfolgsfaktor für ein Unternehmen Zur zielgerichteten Vermeidung von Mitarbeiterfluktuation müssen zahlreiche Gegebenheiten beachtet werden Es muss eine profunde Ursachenanalyse betrieben werden und es müssen ursachenbezogene Folgemaßnahmen abgeleitet werden Die richtige Vorgehensweise zur Fluktuationsvermeidung muss unternehmensspezifisch erarbeitet werden was eine sehr komplexe Aufgabe darstellt da parallel zur Ursachenergründung gewisse Rahmenbedingungen erfüllt sein müssen Wie Fluktuationsvermeidung dennoch gelingen kann und wie Unternehmen Handlungsfähigkeiten in diesem Kontext erlangen können ist Gegenstand dieses Buches

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