



Anforderungen an die Implementierung eines E-Recruitings (German Edition)

Sarah Kranz

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Studienarbeit aus dem Jahr 2006 im Fachbereich BWL - Personal und Organisation, Note: 1,0, FOM Essen, Hochschule für Oekonomie & Management gemeinnützige GmbH, Hochschulleitung Essen früher Fachhochschule, 24 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: Der Begriff „War for Talents“ schlägt einem seit einigen Jahren aus fast jedem Zeitschriftenartikel oder Bericht über Personalbeschaffung entgegen. Er ist eine ausdrucksvolle Darstellung für den Kampf der Unternehmen, geeignete –oder treffender gesagt- die besten Bewerber für eine zu besetzende Stelle im Unternehmen zu finden. Die Anzahl der Bewerber auf eine Stelle hat jedoch in Folge der hohen Arbeitslosigkeit, des stagnierenden Wirtschaftswachstums und der rückläufigen Zahl an offenen Stellen stark zugenommen. Die Herausforderung der Personalrekrutierung besteht also unter anderem darin, das hohe Bewerberaufkommen zu bewältigen, geeignete Kandidaten herauszufiltern und das möglichst zeitnah und kostengünstig.

Die alten Systeme der Papierablage können diesen Anforderungen kaum mehr gerecht werden. Daher geraten neue Möglichkeiten der Rekrutierung, wie z.B. die Personalbeschaffung im Internet, immer mehr in den Fokus, da sie eine effizientere Personalarbeit ermöglichen können. Die Automatisierung der Rekrutierungsprozesse wird zur zwingenden Alternative für viele Unternehmen. Das E-Recruiting gewinnt somit stetig an Bedeutung und hat hohes Nutzenpotenzial, jedoch sind einige Anforderungen bei der Einführung eines solchen Systems zu beachten.

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