



Human Resource Management heute und morgen. Verbesserungspotenziale durch Mobile Devices (German Edition)

Nancy Töpfer

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Bachelorarbeit aus dem Jahr 2013 im Fachbereich BWL - Personal und Organisation, Note: 3,0, Bayerische Julius-Maximilians-Universität Würzburg, Sprache: Deutsch, Abstract: Diese Arbeit soll dem Leser einen Einblick in die verschiedenen Aufgabenfelder des Human Resource Managements liefern. Kernstück ist das Aufzeigen von Verbesserungspotenzialen, welche Mobile Devices dem Human Resource Management heute, aber auch in Zukunft, liefern und es noch attraktiver gestalten werden.

Zunächst wird erläutert, was Mobile Devices von anderen Geräteklassen unterscheidet und welche Einsatzmöglichkeiten sie generell in Geschäftsprozessen bieten. Nach einer Einführung in die Welt des Human Resource Managements mit seinen zahlreichen Aufgabenfeldern und Funktionen, erfolgt eine Zusammenführung der Mobile Devices und möglichen Anwendungsszenarien für das Personalmanagement. Es werden zahlreiche positive Veränderungen aufgezeigt, aber auch Felder, in denen Mobile Devices mit ihrer bisherigen technischen Entwicklung an ihre Grenzen stoßen.

Es handelt sich um ein sehr aktuelles Thema, welches stark vom Hype „Web 2.0“ geprägt ist. Literatur hierfür liefern hauptsächlich die Tiefen des World Wide Web. Aber auch Artikel aus Fachzeitschriften, sowie einige Bücher, welche das Human Resource Management von heute darstellen und veranschaulichen, welche Umstrukturierung es in den letzten Jahrzehnten durchlebt hat.

Es wird aufgezeigt, warum durch demographischen Wandel, der Druck auf das Human Resource Management stetig zunimmt und welche Rolle der „War for Talents“ in diesem Kontext spielt.

This paper gives the reader an impression of the different scope of duties in Human Resource Management. Its centrepiece is on the one hand to reveal room for improvement and on the other hand to show which Mobile Devices serve the Human Resource Management today as well as in the future.

In the first instance it is necessary to define the difference between Mobile Devices and other device types. Secondly, it needs to be clarified which possible field of application the Mobile Devices generally offer when it comes to business processes.

After an introduction to the world of Human Resource Management and its various scope of duties and functions, a consolidation of Mobile Devices and possible application scenarios in Human Resource Management takes place. The paper then shows numerous positive changes achieved through the use of Mobile Devices, but also areas, where the Mobile Devices are still limited because of their up to now technical development.

This scholarly piece discusses an up to date topic, which is strongly affected by the hype of 'Web 2.0'. [...]



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