



Der demografische Wandel in Deutschland. Terminologie, Grundlagen, und mögliche Auswirkungen (German Edition)

Nadine Bless

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Akademische Arbeit aus dem Jahr 2008 im Fachbereich BWL - Personal und Organisation, Note: 1.3, Technische Universität Kaiserslautern, Sprache: Deutsch, Abstract: Aufgrund des demografischen Wandels werden die Möglichkeiten zum langfristigen Erhalt der Leistungsfähigkeit älterer Mitarbeiter zunehmend in den Fokus der betrieblichen Personalpolitik rücken müssen.

Daher ist es für Unternehmen wichtig, die Begriffe Personalentwicklung und Demografie definiert und die besonderen Anforderungen an eine alterssensible Personalentwicklung dargelegt zu bekommen. Um die Brisanz des demografischen Wandels für den Arbeitsmarkt zu verdeutlichen, skizziert diese Arbeit auf Grundlage aktueller Daten des Statistischen Bundesamtes die bundesweite demografische Situation sowie die prognostizierte Entwicklung. Die sich daraus ergebenden Konsequenzen für den Arbeitsmarkt und die Gesellschaft sowie die soziale Verantwortung der Unternehmen werden ergänzend betrachtet.

Aus dem Inhalt:

- Definition und Ziele von Personalentwicklung;
- Kriterien einer alterssensiblen Personalentwicklung;
- Faktoren der bundesweiten Bevölkerungsentwicklung;
- Auswirkungen auf Arbeit und Wirtschaft

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