



Employee Retention: Fluktuationsquoten nachhaltig senken (German Edition)

I. Lukmann

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Aufgrund des Kostendrucks und der Arbeitsmarktlage der vergangenen Jahre haben Unternehmen die Gewinnung von Mitarbeitern mit erfolgskritischen Qualifikationen weitgehend vernachlässigt. Der wirtschaftliche Aufschwung führt dazu, dass Unternehmen zunehmend nach neuen Arbeitskräften suchen und auch ein steigendes Interesse daran haben, ihre neuen und alten Mitarbeiter nachhaltig an das Unternehmen zu binden. Um eine hohe Bindungsqualität zu erreichen, bieten Unternehmen vor allem für ihre Leistungsträger neben einer variablen Entgeltgestaltung auch Weiterentwicklungsmöglichkeiten und ähnliche Anreize an.

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