



Human Resource Management (HRM) Performance Management in Theorie und Praxis am Beispiel Frankreich (German Edition)

Jean Gantier

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Studienarbeit aus dem Jahr 2006 im Fachbereich BWL - Personal und Organisation, Note: mit Erfolg teilgenommen, Fachhochschule Münster, 12 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: Business Performance ManagementBPMist ein Ansatz zur Planung, Messung und Steuerung der Wertschöpfung von Unternehmen. BPM-Lösungen unterstützen Unternehmen in der Entscheidungsfindung, schaffen eine höhere Effizienz des Berichtswesens und der Unternehmensplanung, optimieren die Ressourcenallokation, ermöglichen erhöhte Auskunftsfähigkeit und Transparenz sowie bessere Vorhersagbarkeit von Aufwendungen. Die Informationstechnologie, die Unterstützungsprozesse und Systeme für die Umsetzung und Operationalisierung des BPM liefert, konnte wesentliche Grundlagen für das Business Performance Management einbringen. Als Ziele werden unternehmensweite Vereinheitlichung von BPM-Initiativen, die Integration und Konsolidierung bestehender, häufig bereichsspezifischer Insellösungen, die systematische Ableitung und Definition von Kennzahlen sowie die Verknüpfung von Strategie-, Prozess- und Systemebene angesehen. Dieses ergibt dann einen geschlossenen Kreislauf für Planung, Messung und Steuerung der Leistungserbringung.

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