



Sinn Und Unsinn Von Succession Planning (German Edition)

Anna Neubauer

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Studienarbeit aus dem Jahr 2013 im Fachbereich Psychologie - Arbeit, Betrieb, Organisation und Wirtschaft, Note: 1,0, Technische Universität Dresden (Fakultät Mathematik und Naturwissenschaften - Fachrichtung Psychologie - Professur für Arbeits- und Organisationspsychologie), Veranstaltung: Personalpsychologie, Sprache: Deutsch, Abstract: Abstract Succession Planning ist ein strukturierter Prozess und umfasst eine Vielzahl an Aktivitäten zur Planung der Nachfolge von Führungskräften in Organisationen. Dieser Prozess sollte einer bestimmten Ordnung folgen, langfristig sein und kann verschiedene methodische Werkzeuge beinhalten. Garman und Glawe (2004) haben die Forschung zu Succession Planning in einem Review zusammengefasst, aber es bedarf noch weiteren Wachstums dieses Forschungsbereiches, um den Erfolg auch messbar zu machen und eine evidenzbasierte, praxisnahe Anleitung für Succession Planning zu entwickeln, die auch im Berufsleben von beratenden und prozessbegleitenden Psychologen zur Anwendung kommen kann. Einige positive wirtschaftliche Resultate lassen sich schon jetzt festhalten, wenn Succession Planning durchgeführt wird. Da momentan noch in zu wenigen Unternehmen ein Ansatz zur Regelung der Nachfolge in wichtigen Firmenpositionen vorliegt, könnte dies aufgrund der Finanzkrise und der Verrentung der sogenannten Baby Boomer Generation zu makroökonomischen Folgen führen. Deswegen sollte die Forschung zu diesem Thema unbedingt ausgeweitet und Unternehmen dazu ermuntert werden, Succession Planning Maßnahmen zu implementieren.

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