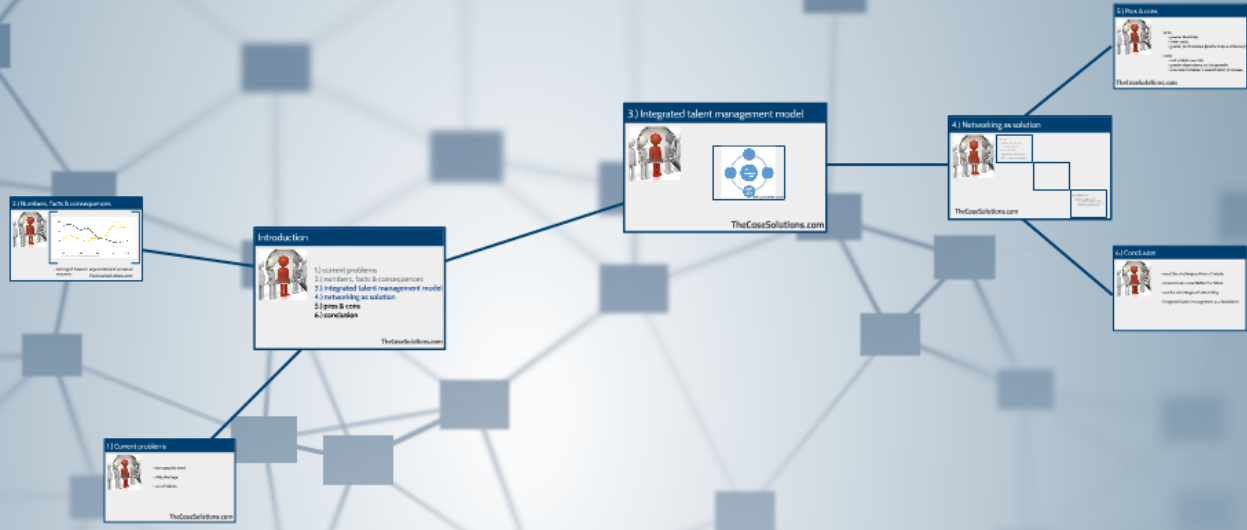# The Tale of Two Peregrines

TheCaseSolutions.com

The Tale of Two Peregrines

TheCaseSolutions.com

Introduction

1.) current problems
2.) numbers, facts & consequences
3.) integrated talent management model
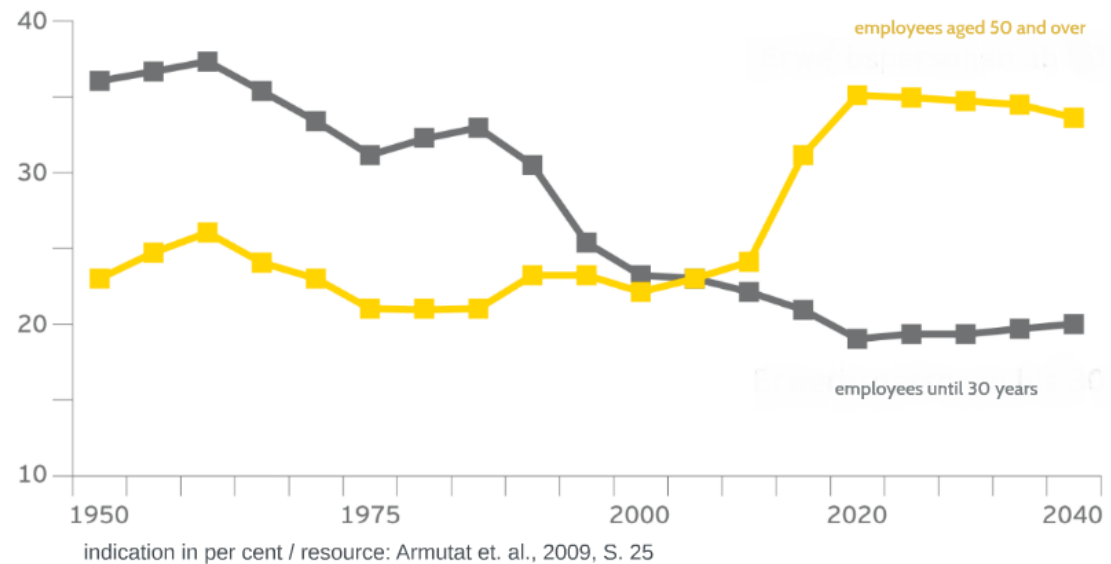**4.) networking as solution**
5.) pros & cons
6.) conclusion

TheCaseSolutions.com

1.) Current problems

- **demographic trend**

- **skills shortage**

- **war of talents**

2.) Numbers, facts & consequences

employees aged 50 and over

40

30

20

10

1950   1975   2000   2020   2040

employees until 30 years

indication in per cent / resource: Armutat et. al., 2009, S. 25

- missing of financial, organisational & personnel resources

TheCaseSolutions.com

3.) Integrated talent management model

recruiting, employer branding & selection

human resources planning

salary

apprenticeship

personnel development & performance management

TheCaseSolutions.com

TheCaseSolutions.com

4.) Networking as solution

HR-Software

- *Payroll & Time Management*
- *Workforce Management*
- *digital personnel file*
- *Application Management Software*
- *Skills & Competences Management*

use of social media

- *Facebook, Xing, Linkedin*
  - *comparison of applicant data*
  - *approach to additional know-how*
  - *active Employer Branding*

TheCaseSolutions.com

5.) Pros & cons

- pros
  - *greater flexibility*
  - *lower costs*
  - *greater performance (productivity & efficiency)*

- cons
  - *lack of data security*
  - *greater dependency on the provider*
  - *extensive initiation & coordination processes*

TheCaseSolutions.com