

Info Personnel Planning

Why Personnel Planning?

The labor market has changed dramatically due to the pandemic, among other things. We are facing a shortage of skilled workers and this makes it necessary to systematically address personnel planning issues at the TU Dortmund University, among other things.

Personnel planning as part of personnel development has set itself the goal of strengthening and developing the performance and efficiency of the TU's organizational units on the one hand and the quality of employees' working lives on the other, in line with requirements.

How does personnel planning take place at the TU?

Personnel planning meetings are held with the organizational units as needed. The respective management of the relevant organizational unit and the Human Resources Development Department are involved in the discussions. The discussions clarify what personnel requirements will arise in the next 5 years - e.g. due to age-related departures - and how these can be sensibly covered. Other personnel changes, e.g. due to parental leave, new projects, restructuring, etc. can also be the subject of the planning discussion. The basis for the discussions is a data query from SAP, which we make available in advance of the planning discussion.

How does this benefit TU Dortmund University?

With this service, we would like to contribute to

- **shorten vacancies**
- **avoid overburdening** employees with extra work during vacancies
- we counter the **shortage of skilled workers** and work together with you on good solutions
- **personnel qualification** takes place in a more targeted and plannable manner
- **Job satisfaction** increases or is maintained (e.g., through the right assignment)
- **knowledge** is retained (e.g. through planned handovers)
- **Structures** are adapted to personal and organizational needs

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