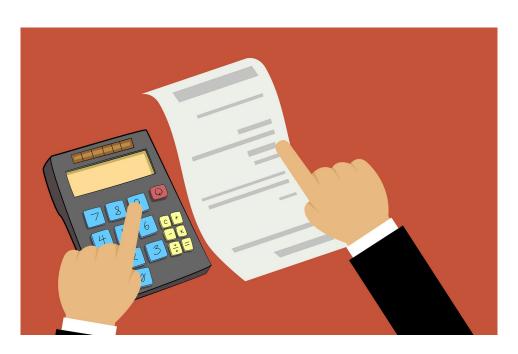


Personalsuche, aber rechtlich richtig!

Nicht nur Personalsuche ist schwierig, auch die korrekte Formulierung der

Stellenausschreibung. Im zweiten Teil der Serie erkla?rt die erfahrene HR-Expertin Anna Kraft alles rund um die rechtlich richtigen Gehaltsangaben.



Seit 1. Ma?rz 2011 sind Arbeitgeber und Arbeitsvermittler dazu verpflichtet, das Mindestentgelt in Stelleninseraten anzugeben. © Pixabay

A]bXYghYbh[Y`X`]a 'GhY``Yb]bgYfUh

 $= \text{ ``YhnhYb'5fh]_Y``fl `Y]gWX'/ `7c'(#&' £'\UVYb'k]f'i bg'a]h'XYa H\Ya U'DYfgcbU`Y]bghY``Ybž'UVYf'fYWXh]WX'f]WXh][ž'VYgWX\AZh][h'' = a `6YgcbXYfYb'a]h'XYa `6YfY]WX'; `Y]WXVY\UbX`i b[g[YgYhn'i bXXYb'XUa]h'j YfVi bXYbYb'8]g_f]a]b]Yfi b[gj YfVchYb'''=a 'nk Y]hYbHY]``XYf'GYf]Y'k]Xa Yb'k]f'i bg'XYa 'H\Ya U'A]bXYghYbh[Y`h']bGhY``Yb]bgYfUhYb''$

K Ug]gh Y]b GhY `Yb]bgYfUh3

8 Yf '6Y[f]ZZ'GhY ``Yb]bgYfUh'i a ZUggh'U``Y 'YI hYfbYb'gck]Y ']bhYfbYb cZYbh`]W\Y'5i ggW\fY]Vi b[Ybž']b'XYbYb'Y]b'_cb_fYhYf'5fVY]hgd`Uhn Ui g[YgW\f]YVYb'k]fX"'5W\hi b[.' K]f'ghY``Yb'Y]b' 'Ui Z 5bgW\`U[hUZY`bž'GW\]`XYfb'YhW''YfZi ``Yb'b]W\h'fl'Ł'XYb'6Y[f]ZZ'XYg GhY``Yb]bgYfUhYg'Ui W\'?YbbYb`Yfb!HYfa]bY#; Yh'hc[Yh\Yf nU\`Yb'b]W\h'XUni ž'gcZYfb'Yg'g]W\'b]W\h'i a 'Y]bYb'_cb_fYhYb 5fVY]hgd`Uhn'\UbXY`h"

8 UgʻgU[h'XUgʻ; YgYhn

JUf]UbhY'Y]bg

8 Ugʻa cbUh`]W\YʻA]bXYghYbh[Y`h``]Y[h'Ui Z'J c``nY]hVUg]g'VY] %", +, \check{z}^* \$ 'Vfi hhc"

8]Y'Y]bZUW\ghY:cfa 'XYf'; Y\U`hgUb[UVY'i a ZUggh'X]Y'5b[UVY'XYg a cbUh`]W\Yb'A]bXYghYbh[Y`hž'gY`Vghj YfghUbX`]W\'Ui Z'6Ug]g'XYg Yk Y]`][Yb'?c``Y_h]j j YfhfU[Yg"'Gc``hY'_Y]b'?c``Y_h]j j YfhfU[j cf\UbXYb'gY]bž'gc']gh'bUW\'XYa '; `Y]W\VY\UbX`i b[g[YgYhn YbYg'9bh[Y`h'Ubni [YVYbž'XUg'U`g'A]bXYgh[fi bX`U[Y'Zi f'X]Y 5fVY]hgj YfhfU[gj Yf\UbX`i b[Yb'ni f'JYfY]bVUfi b['XYg'9bh[Y`hg X]YbYb'gc`` "

J Uf]UbhY nk Y]

K = f'V = Y + f' =

dfc '≯J\f" '5bghY``Y'XYg'a cbUh`]W\Yb'9bh[Y`hgž'_Ubb'bUhØf`]W\Ui W\'XUg'≯J\fYg[Y\U`h'f]]bWi g]j Y'% "'i bX'%("; Y\U`hŁ'Ub[Y[YVYbk YfXYb"'I bgYfY'9a dZY\`i b[.'8U'X]YgY'JUf]UbhY'fY`Uh]j 'k Yb][

♣DZcfa Uh]cb'VY]b\U`hYhž'Ya dZ]Y\`h'Yg'g]W\ž'ni gUhn`]W\'X]Y'5b[UVYXYg'?c``Y_h]j j YfhfU[Yg'cXYf'XYf'K cW\Ybghi bXYbž'Zi f'X]Y'XUg; Y\U`h'Ubni [YVYb"'<UbXY`h'Yg'g]W\'i a 'Y]bY'Dcg]h]cbž'X]Y'Y]b
VYgh]a a hYg'A]bXYgh!JYfk YbXi b[g[fi ddYb'U\f'YfZcfXYfhž'a i gg
XUg'A]bXYgh[Y\U`h'Zi f'X]YgY'Ghi ZY'`Ui h'?c``Y_h]j j YfhfU[Ub[Y[YVYb'k YfXYb"

JUf]UbhY'XfY]

:i f'X]Y'Ui g[YgWkf]YVYbY'Dcg]h]cb'[]`h'XYf'?c``Y_h]j j YfhfU['Z] f
6fUbWkY'Z| I I Z'XUg'A]bXYgh[fi bX[Y\U`h'`]Y[h'VY]'a cbUh`]Wk'&\$\$\$
9i fc'Vfi hhc'a]h'6YfY]hgWkUZh'ni f'?J!I VYfnU\`i b["
6Y]'X]YgYa '6Y]gd]Y``k]fX'j YfUbgWkUi `]Wkhz'k]Y'XYf'Yk Y]`][Y
?c``Y_h]j j YfhfU[']b'X]Y'5b[UVY'XYg'; Y\U`hg'[i h']bhY[f]Yfh'k YfXYb
_Ubb"'I bgYfY'9a dZY\`i b[.'5i Wk'c\bY'5b[UVY'XYg
?c``Y_h]j j YfhfU[Yg'gc``hY'X]Y'6YfY]hgWkUZh'ni f'I VYfnU\`i b[
Ub[Y[YVYb'k YfXYb"'6Y]gd]Y`.' a Uf_h_cbZcfa Y'I VYfnU\`i b[z']gh
Y]bY'i V`]WkY': cfa i `]Yfi b["

JUf]UbhY j]Yf

 $K \]f'V]YhYb'Y]b'6fi \ hhca \ cbUhg`c\ b'Y'bUWX'EiU`]Z]_Uh]cb'ibX \\ 9fZU\ fi b['nk]gWXYb'&$$$ibX'&+$$'9ifc'UiZ'Jc``nY]hVUg]g'''K]Y \\ g]Y'k U\ fgWXY]b`]WX'U``Y'Uig'Y][YbYf'9fZU\ fi b['k]ggYbž']gh'X]Y'Ua \\ a Y]ghYb'[YghY``hY': fU[Y'VY]'6YkYfVib[g[YgdfUWXYbž'X]Y'bUWXXYa'; Y\U`h'VYn]Y\ib[gkY]gY'@c\b''A]h'XYb'cVYb'Ub[YZ\fhYbDfUI]gVY]gd]Y`Yb'\UVYb'G]Y'X]Y'Ac[`]WX_Y]hž'VYfY]hg']a \\ GhY``Yb]bgYfUh'XYb'JYf\UbX`ib[ggd]Y`fUia'Y]bni[fYbnYb'''8]Yg \\ gdUfh'Y]bYfgY]hg'NY]h'ibX'Yfac[`]WXhž'g]WX'XYb'ZUWX`]WXYb'H\YaYb]a'JcfghY``ib[g[YgdfUWX'VYggYf'ni'k]XaYbž'UbXYfYfgY]hg'[]Vh'YgUiWX'G]WXYf\Y]hZ'f6YkYfVYf.]bbYb'ibX'5fVY]h[YVYf.]bbYb''$

>CVgi WXY'Ui Z'k k k "Z`Y]gWXi bXWc"Uh

±D'i bgYfYa 'bUW\ghYb'5fh]_Y`'VYgW\UZh][Yb'k]f'i bg'a]h'XYa
i a ZUggYbXYb'H\Ya U' J cfghY``i b[g[YgdfUW\"
I Vf][Ybg.'5i Z': `Y]gW\' / '7c'[]Vh'Yg'Y]bY'i a ZUggYbXY'≈VVcfgY'
\]Yf'k YfXYb'U``Y'5i ggW\fY]Vi b[Yb'fi bX'i a 'X]Y': `Y]gW\YfVfUbW\Y
[Y`]ghYh'i bX'Yg'[]Vh'Ui W\'X]Y'A c[`]W_Y]h'fZi f'k Yb]['; Y`XŁ'gY`Vgh
ni ']bgYf]YfYb"

6 Ygi WX Yb 'G]Y 'i bg 'Ui Z. 'Z Y]gWX i b X Wc "Uh