



Mitarbeitergespräche (German Edition)

Andy Stock

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Studienarbeit aus dem Jahr 2004 im Fachbereich Pädagogik - Erwachsenenbildung, Note: 2,0, Helmut-Schmidt-Universität - Universität der Bundeswehr Hamburg (Erwachsenenbildung), Veranstaltung: Seminar, 6 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: Mitarbeiter sind das für den Erfolg einer Einrichtung / Institution, eines Unternehmens entscheidende Potential. Zwischen der Geschäftsführung und den Mitarbeitern sollte es einen ständigen Informationsaustausch geben um das Potential zu nutzen, zu fördern und zu entwickeln. Dieser Informationsaustausch muss zum einen sachorientiert sein und auf der anderen Seite den personenbezogenen Aspekt zeigen. Der Sachaspekt bezieht sich hierbei auf den funktionellen Zusammenhang verschiedener Stellen und Teams innerhalb eines Unternehmens. Der Personenaspekt erkennt die Mitarbeiter als individuelle Erfolgsfaktoren an und lässt sie an den Entwicklungen im Unternehmen „teilnehmen“. Dabei sind Mitarbeitergespräche ein modernes Führungsinstrument für das Führungspersonal. Wichtige Formen von Mitarbeitergesprächen sind das Potentialentwicklungsgespräch, das Zielvereinbarungsgespräch, das Konfliktgespräch und das Rückkehr- / Fehlzeitengespräch.

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