

Zur Bedeutung Des Konfliktmanagements In Sozialen Organisationen - Patricia Brix

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Konflikte begleiten uns durch das Leben. Sie finden in allen Situationen unseres Alltags statt, in der Familie, im Beruf, unter Freunden. Aber auch in sozialen Organisationen gehören Konflikte zur Tagesordnung. Es gibt wahrscheinlich niemanden, der in einer Organisation oder in einem Unternehmen tätig ist und nicht schon in einen Konflikt verwickelt war. Konflikte sind somit ein ständiger Bestandteil des menschlichen Zusammenlebens und damit auch integraler Bestandteil einer sozialen Organisation. Wann immer sich eine Gruppe von Individuen zusammenfindet und miteinander agiert, um gemeinsame Ziele zu erreichen, kann es aufgrund unterschiedlicher individueller Einstellungen zu Interessengegensätzen kommen. Für den Umgang mit Konflikten gibt es kein Patentrezept. Viele Konflikte ähneln sich und haben Gemeinsamkeiten. Trotzdem ist jeder Konflikt individuell, weil kein Mensch oder Situation wie die Andere ist. Konfliktlösung ist somit kein mechanischer Prozess und es gibt keine absolute Lösungsgarantie. Im Rahmen der vorliegenden Hausarbeit wird das Themengebiet der Konflikte und Konfliktlösungen in sozialen Organisationen näher betrachtet. Beginnend mit einer begrifflichen Definition von Konflikt und Organisation, wird im weiteren Verlauf auf die Entstehung einer Konfliktsituation sowie die Ursachen, Arten und Funktionen eines Konflikts eingegangen. Im fünften Kapitel wird das Thema des Konfliktmanagements näher beleuchtet. Zudem wird ein beispielhaftes Verfahren, die Mediation, vorgestellt. Ich habe dieses Verfahren gewählt, weil die Mediation ein weitverbreitetes Verfahren zur Konfliktbewältigung in sozialen Organisationen darstellt. Im letzten Kapitel erfolgt eine Zusammenfassung der präsentierten Inhalte und ein Resümee. Author: Brix, Patricia Publisher: GRIN Verlag Illustration: N Language: GER Title: Zur Bedeutung des Konfliktmanagements in sozialen Organisationen Pages: 00020 (Encrypted PDF) On Sale: 2011-01-01 SKU-13/ISBN: 9783640796298 Category: Education : General

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