

# Chancen Und Risiken Der Zielabhängigen Vergütung Von Teams - Jens Grunendahl

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Unternehmen sind aufgrund verschiedener Einflüsse im unmittelbaren Marktgeschehen gezwungen, flexibel auf Veränderungen zu reagieren. Eine Sicherung der Wettbewerbsfähigkeit setzt intern eine flexible und effektive Arbeitsorganisation voraus. Dezentralisierte Formen der Arbeitsorganisation wie Team- bzw. Gruppenarbeit können einen Beitrag zu einer erhöhten Anpassungsfähigkeit von Unternehmen leisten. Auch variable Entgeltsysteme als integrativer Bestandteil des Managements folgen dieser Zielsetzung. Die vorliegende Arbeit wird analysieren, wie zielabhängige Vergütung von Teams gestaltet werden kann und welche Vorteile und Nachteile daraus resultieren. Zunächst werden die Grundbegriffe erläutert und im weiteren auf die Zielvereinbarungen und eine daran anknüpfende Teamvergütung eingegangen. Die Chancen und Risiken der zielabhängigen Teamvergütung werden als Hauptbestandteil dieser Untersuchung in Kapitel III behandelt. Da die sich die Thematik sowohl in der Literatur als auch in der Praxis hauptsächlich auf die industrielle Produktion bezieht, wird sich die Untersuchung daran orientieren. Author: Grunendahl, Jens Publisher: GRIN Verlag Illustration: N Language: GER Title: Chancen und Risiken der zielabhängigen Vergütung von Teams Pages: 00020 (Encrypted PDF) On Sale: 2005-01-01 SKU-13/ISBN: 9783638384117 Category: Business & Economics : General

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