

Gerechtigkeitstheoretische Konsequenzen Für Konfliktmanagement Im Unternehmen - Andreas Blum

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'Der materielle Gesamtschaden, der jährlich in Deutschland durch die Folgen von Konflikten entsteht, wird auf über 50 Milliarden EURO geschätzt.' Konflikte im Unternehmen sind jedoch nicht grundsätzlich als negativ anzusehen, da sie notwendige Veränderungen anstoßen und der Organisation neue Impulse geben können. Denn 'ein 'reinigendes Gewitter' kann für ein Betriebsklima besser sein als permanente Unzufriedenheit und gegenseitiges unausgesprochenes Misstrauen.' Werden Konflikte jedoch nicht zur Sprache gebracht und konstruktiv gelöst, können sie die Zusammenarbeit im Unternehmen dauerhaft belasten. Zwei gerechtigkeitstheoretische Ansätze können für die Lösung von Konflikten Impulse geben. Das eine Konstrukt ist 'Distributive Justice', welches sich mit der Fairness des Ergebnisses von Entscheidungen beschäftigt. Dem gegenübergestellt bezieht sich 'Procedural Justice' - oder Fairness - darauf, wie eine Entscheidung getroffen wird, und ob der Entscheidungsprozess als fair angesehen wird. Author: Blum, Andreas Publisher: GRIN Verlag Illustration: N Language: GER Title: Gerechtigkeitstheoretische Konsequenzen für Konfliktmanagement im Unternehmen Pages: 00021 (Encrypted PDF) On Sale: 2005-01-01 SKU-13/ISBN: 9783638366465 Category: Business & Economics : General

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