

Personalentwicklung In Hinblick Auf Den Institutionalistischen Ansatz - , Katharina Zweng

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Die Autoren widmen sich in dieser Seminararbeit dem Bereich der Personalentwicklung aus dem Blickwinkel des institutionalistischen Ansatzes der Organisationstheorie. Der institutionalistische Ansatz setzt sich im Wesentlichen mit der Frage auseinander, inwieweit organisationale Strukturen und Handlungsweisen de facto auf eine kulturell und sozial konstruierte Wahrnehmung der Realität zurückzuführen sind und somit auf Rationalitätsmythen beruhen. Des Weiteren ist von Interesse, welche Rolle das Streben nach Legitimität im entsprechenden Umfeld spielt. In diesem Zusammenhang wird auch auf das Phänomen des Isomorphismus eingegangen. In Hinblick auf die Personalentwicklung soll sowohl mit Hilfe des makro- als auch des mikroinstitutionalistischen Ansatzes versucht werden, eine Reihe von Personalentwicklungstools und -methoden zu beleuchten beziehungsweise zu erklären. Damit kann dem Leser ein Eindruck über das Erklärungspotenzial des institutionalistischen Ansatzes für scheinbar rational getroffene Entscheidungen bezüglich bestimmter Personalentwicklungs-Tools gegeben werden. Author: Steiner, Robert Author: Zweng, Katharina Author: Siroky, Stefan Publisher: GRIN Verlag Illustration: N Language: GER Title: Personalentwicklung in Hinblick auf den institutionalistischen Ansatz Pages: 00019 (Encrypted PDF) On Sale: 2009-01-01 SKU-13/ISBN: 9783640359110 Category: Business & Economics : General

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