

# Innere Kündigung Am Arbeitsplatz - Ilona Schimpf

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Die innere Kündigung ist ein lautloser, allmählicher Vorgang. Kommt die formale Kündigung nach einer innerbetrieblichen Umstrukturierung oder durch eine andere ebenso tiefgreifende Veränderung, kann diese einem kurzerhand den Boden unter den Füßen wegreißen. Dagegen vollzieht sich die innere Kündigung sozusagen auf leisen Sohlen. In der Regel hat es bereits im Vorfeld Ereignisse gegeben, die den Mitarbeiter veranlassen haben, sein Engagement etwas zurückzunehmen. In den häufigsten Fällen ist es ein bestimmter Vorgang, ein Ereignis oder eine Aussage, die den Mitarbeiter dazu bringt, den Rückzug anzutreten. Im Allgemeinen geschieht dies behutsam, vorsichtig und unauffällig. Da es sicherlich individuelle Gründe gibt, die ihn vor einer formalen Kündigung zurückschrecken lassen. In den folgenden Kapiteln soll auf die Häufigkeit und das Erkennen dieses Phänomens eingegangen werden. Es sollen Ursachen beleuchtet und Auswirkungen analysiert werden, im letzteren geht es um mögliche Lösungsansätze. Projektarbeit aus dem Jahr 2009 im Fachbereich Psychologie - Arbeit, Betrieb, Organisation und Wirtschaft, Note: 1,3, Verwaltungs- und Wirtschafts-Akademie Wiesbaden e.V. (Bundesverbandes und Business Management e.V. (bsb)), Veranstaltung: Personalreferent in bsb. Author: Schimpf, Ilona Publisher: GRIN Verlag Illustration: N Language: GER Title: Innere Kündigung am Arbeitsplatz Pages: 00025 (Encrypted PDF) On Sale: 2009-01-01 SKU-13/ISBN: 9783640383641 Category: Psychology : General

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