

Sozialplan Versus Sozialtarifvertrag: Fallstudie Aeg - Maximilian Hegener

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Am Ende gescheitert wie bÄfÄ¶se Zungen die ÄfÄœbersetzung der drei roten Buch-staben zynischerweise umdeuten ist der Kampf um die Erhaltung des NÄfÄ¼rnberger Stammwerkes der AEG-HaushaltsgerÄfÄ¶te GmbH. 85 Jahre lang wurden hier ElektrogerÄfÄ¶te zusammengeschraubt, Ende 2007 heiÄfÄ¶t es dann Aus-Ende-Geschlossen. Hinsichtlich der Standortverlagerung des AEG-Werks NÄfÄ¼rnberg ist eine GegenÄfÄ¼berstellung der neuen Institution des Sozialtarifvertrags mit der der des Sozialplans, dem ÄfÄ¼blicherweise angewendeten Verfahren der Nachteilsausgleichsregelung bei BetriebsverÄfÄ¶nderungen, Hauptanliegen dieser Arbeit. Eine ausÄfÄ¼hrliche Definition beider Verfahren beschreibt Kapitel 2.1., gefolgt von einer Untersuchung der allgemeinen Auswirkungen auf einen Betrieb und einem Vergleich hinsichtlich einer Gerechtigkeitsanalyse nach Georg C. Homans. Nach dieser theoretischen Abhandlung des Themas Nachteilsausgleich wird konkret der Ablauf und das Ergebnis der Verhandlungen um die SchlieÄfÄ¶ung des NÄfÄ¼rnberger AEG-Werks wiedergegeben, wie sie sich in den entscheidenen Monaten ereigneten. SchlieÄfÄ¶lich folgt eine kurze Darstellung der Konsequenzen fÄfÄ¼r Arbeitgeber und Arbeitnehmer unter der Annahme, es hÄfÄ¶tte sich ein Sozialplan ergeben. Studienarbeit aus dem Jahr 2006 im Fachbereich Wirtschaft - Personal und Organisation, Note: 1,5, UniversitÄfÄ¶t Passau, Veranstaltung: Hauptseminar Organisation & Personalwesen, 24 Quellen im Literaturverzeichnis, Sprache: Deutsch.Author: Hegener, Maximilian Publisher: GRIN Verlag Illustration: N Language: GER Title: Sozialplan versus Sozialtarifvertrag: Fallstudie AEG Pages: 00023 (Encrypted PDF) On Sale: 2006-01-01 SKU-13/ISBN: 9783638567879 Category: Business & Economics : General

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