

Dezentralisierung Der Weiterqualifizierung: E-learning Beziehungsweise Blended Learning Als Lösung? - Gero Birke

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Dezentral organisierte Unternehmen sehen sich zunehmend mit dem Problem konfrontiert, dass sie, um ihre Wettbewerbsfähigkeit zu erhalten, ihre Mitarbeiter weiter qualifizieren müssen, können diese auf der anderen Seite jedoch aus betriebswirtschaftlichen Überlegungen nicht ständig freistellen beziehungsweise müssen ihre Fortbildungszeiten flexibler gestaltet werden, um ad hoc auftretenden Arbeitsbelastungsspitzen adäquat begegnen zu können. Es besteht das Problem, dass gerade Mütter mit kleinen Kindern - um die handelt es sich ja zu einem großen Teil - nicht zuzumuten ist lange von ihren Kindern getrennt zu sein. Hier darf keinesfalls übersehen werden, dass der Status Quo teilweise dazu führt, dass sie sich letztlich zugunsten der Familie gegen eine Weiterqualifizierung entscheiden (müssen). Sicherlich muss dies vom Arbeitgeber aus sozialem Blickwinkel akzeptiert werden, aus ökonomischer Perspektive wäre jedoch der Besuch der Maßnahme wünschenswert. Die Herausforderung besteht nun darin, Familie und Beruf zu vereinbaren. Welche Szenarien müssen geschaffen werden, um berufstätigen Müttern - aber auch anderen Mitarbeitern - die Möglichkeit der Teilnahme an Qualifizungsmaßnahmen in Nähe des Wohnortes zu bieten? Author: Birke, Gero Publisher: GRIN Verlag Illustration: N Language: GER Title: Dezentralisierung der Weiterqualifizierung: E-Learning beziehungsweise Blended Learning als Lösung? Pages: 00019 (Encrypted PDF) On Sale: 2011-01-01 SKU-13/ISBN: 9783640810963 Category: Social Science : General Category: Business & Economics : General

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