

# Das Partizipative Produktivitätsmanagement - Björn Vielberth

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'Die Verbesserung der Leistung ist wichtig für jede Organisation in Europa' (Algera und Kleinbeck, 1997, S. 257). Das bedeutet, dass die Steigerung der Effektivität in einer Zeit mit verstärktem Wettbewerb ein absoluter Schlüsselfaktor für das Überleben einer Organisation in der Marktwirtschaft ist. Dies ist ein sehr weitreichendes Ziel, und kann mit Hilfe des Partizipativen Produktivitätsmanagements erreicht werden. Um das Verbleiben im Wettbewerb zu erreichen bzw. sichern ist es unbedingt notwendig, keine Ressourcen in einer Organisation zu verschwenden. Die Durchführung dieser Methode, sowie einige Praxisbeispiele, werden nachfolgend beschrieben und erläutert. Das PPM wurde von Robert Pritchard, einem amerikanischen Psychologen, entwickelt und verläuft in insgesamt sieben Schritten, mit dem Ziel, durch die Beteiligung der Mitarbeiter am System, die Produktivität derer in Organisationen zu steigern. Auch wenn das PPM erst Anfang der 80er-Jahre des vergangenen Jahrhunderts entwickelt wurde, ist diese Methode bereits in vielen Gruppen erfolgreich durchgeführt worden. Im Nachfolgenden wird zunächst ein Überblick über die einzelnen Schritte gegeben, die in einer Gruppe durchgearbeitet werden müssen. Aufbauend auf die Einführung und Erläuterung dieser Schritte wird anhand von Anwendungsberichten bzw. Studien das jeweilige Ergebnis dargestellt und analysiert, woran dieses Resultat festzumachen ist. Abschließend werden zusammenfassend die Vor- und Nachteile des Partizipativen Produktivitätsmanagements erläutert, sowie soll ein Ausblick gegeben werden, in welchen Bereichen noch Forschungsbedarf besteht bzw. welche Erfolge noch einer weiteren Prüfung bedürfen. Author: Vielberth, Björn Publisher: GRIN Verlag Illustration: N Language: GER Title: Das Partizipative Produktivitätsmanagement Pages: 00017 (Encrypted PDF) On Sale: 2010-01-01 SKU-13/ISBN: 9783640631391 Category: Psychology : General

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