

# Die Gleichgestelltenbeurteilung - Erweiterung Des 'traditionellen' Beurteilungsbegriffs: Erweiterung Des 'traditionellen' Beurteilungsbegriffs - Karsten Rohr

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In dieser Arbeit soll die Gleichgestelltenbeurteilung als ein Mittel der Leistungsbeurteilung bzw. Personalführung betrachtet werden, mit deren Charakteristik, Gestaltung und besonderen Problemstellungen sich im Folgenden befasst wird. Zuerst soll eine kurze Behandlung der Problematiken vorgefertigter Beurteilungsinstrumente nach JOCHUM und SCHULER erfolgen, da dies für das weitere Verständnis der Charakterisierung der Gleichgestelltenbeurteilung und der Gestaltung eines Gleichgestellteninstruments mit der Zielsetzung der Teamentwicklung erforderlich ist. Schlussendlich rückt die Verbreitung der Gleichgestelltenbeurteilung in den Mittelpunkt der Betrachtung, wobei im Besonderen auf die dies beeinflussenden Faktoren eingegangen wird, um die Frage zu klären, warum der Gleichgestelltenbeurteilung eine noch immer geringe Bedeutung in der Personalführung zukommt. Von einer Bewertung der Gleichgestelltenbeurteilung hinsichtlich der klassischen Gütekriterien und des Einflusses von Beurteilungstendenzen wird in dieser Arbeit abgesehen, hier sei der Verweis auf die angegebene Literatur gestattet, die sich ausgiebig mit dieser Thematik beschäftigt. Zunächst sollen, wie angeknüpft, die Probleme 'konventioneller' Mitarbeiterbeurteilungen durch den Vorgesetzten nach JOCHUM und SCHULER näher betrachtet werden. Author: Rohr, Karsten Publisher: GRIN Verlag Illustration: N Language: GER Title: Die Gleichgestelltenbeurteilung - Erweiterung des 'traditionellen' Beurteilungsbegriffs: Erweiterung des 'traditionellen' Beurteilungsbegriffs Pages: 00023 (Encrypted PDF) On Sale: 2005-01-01 SKU-13/ISBN: 9783638373630 Category: Business & Economics : General

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