

# Prozesse, Strukturen Und Personal - Neue Konzepte - Und Dann?: Neue Konzepte - Und Dann? - Martina Noack

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Hinter den Begriffen 'New Public Management' und 'Neues Steuerungsmodell' steht eine Vielzahl von Reformansätzen. Allen gemeinsam ist, dass es nicht mehr um Änderungen und Anpassungen einzelner Verwaltungselemente wie Aufgabenkritik, Geschäftsprozessoptimierung oder auch Dienstrechtsreform, geht. Vielmehr wird die bürokratisch ausgerichtete Detailsteuerung mit ihren traditionellen Verfahren und das gesamte Personalsystem in Frage gestellt. An ihrer Stelle treten globale Budgetierungskonzepte und Dezentralisierung von Verantwortung, Controlling sowie strategische Personalentwicklung, um nur einige der neuen Steuerungsinstrumente zu nennen.<sup>1</sup>Die öffentliche Verwaltung hat bisher mit professionellem Handeln die Grundlagen für Wohlstand, Entwicklung und soziale Ausgewogenheit in der BRD entscheidend mitgestaltet. Aufgrund des rasanten technologischen und gesellschaftlichen Wandels gerät auch der öffentliche Sektor unter Reformdruck: Es gilt, bei immer komplexer werdenden Anforderungen und steigendem Aufgabenvolumen effizient, wirksam und Bürgerorientiert zu handeln. Gleichzeitig müssen Haushalte konsolidiert, also Finanzen eingespart werden. Probleme bestehen darin, dass Potenziale und Ressourcen nicht voll ausgeschöpft werden und Chancen nicht genutzt werden. Denn der nach außen erweckte Anschein eines aktiven Reformprozesses entspricht nicht der internen Realität im vielfachen. Dies fehlt z.B. an ihrer fehlenden Vernetzung und der praktischen Umsetzung sowie an der endgültigen Akzeptanz durch die Mitarbeiter. Author: Noack, Martina Publisher: GRIN Verlag Illustration: N Language: GER Title: Prozesse, Strukturen und Personal - Neue Konzepte - und dann?: Neue Konzepte - und dann? Pages: 00053 (Encrypted PDF) On Sale: 2005-01-01 SKU-13/ISBN: 9783638371117 Category: Business & Economics : General

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