

Vorgesetztenbeurteilung Im Rahmen Eines 360° Feedback - Claudia Lippert

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Während Mitarbeiterbeurteilungen mittlerweile zum Standardrepertoire in Unternehmen zählen und als selbstverständlich angesehen werden, begegnet man der Beurteilung von Vorgesetzten immer noch mit Vorsicht und Skepsis. Kritik an Vorgesetzten zu üben ist oft noch ein Tabu. In den letzten Jahren hat sich nun eine Entwicklung vollzogen, die darauf zielt, dass auch Vorgesetzte immer mehr im Mittelpunkt von Beurteilung und Feedback stehen. Bewertungsverfahren dieser Art sind unter anderem die Aufwärtsbeurteilung oder das 360° Feedback. Im Rahmen meiner Hausarbeit möchte ich auf ein neueres Verfahren zur Vorgesetztenbeurteilung eingehen und es vorstellen.

Ausgehend von einer Begriffs- und Zielbestimmung von Vorgesetztenbeurteilung und 360° Feedback als eigenständige Verfahren, möchte ich das Modell der Vorgesetztenbeurteilung mittels eines 360° Feedbacks ausführlicher darstellen. Ich werde Voraussetzungen, Rahmenbedingungen und Gestaltungskomponenten für einen erfolgreichen Verlauf des Verfahrens darlegen sowie auf Chancen und Risiken für Vorgesetzte, Mitarbeiter und das Unternehmen selbst eingehen. Anhand zweier Beispiele aus der Praxis werde ich die erfolgreiche Implementierung des Verfahrens kurz beschreiben, anschließend aber auch prinzipielle Schwächen und Kritikpunkte des Feedbackverfahrens benennen. Die Arbeit soll einen ersten Überblick über das 360° Feedbackverfahren geben und dessen Beitrag zur Entwicklung von Unternehmenskultur sowie der persönlichen Entwicklung und Förderung von Führungskräften aufzeigen. Author: Lippert, Claudia Publisher: GRIN Verlag Illustration: N Language: GER Title: Vorgesetztenbeurteilung im Rahmen eines 360° Feedback Pages: 00036 (Encrypted PDF) On Sale: 2011-01-01 SKU-13/ISBN: 9783640793365 Category: Psychology : General

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