

Begriff Und Bedeutung Des Sensemaking Im Kontext Von Wandelprozessen - Verena Naunheim

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Die moderne Organisationsforschung setzt sich in den letzten Jahren verstärkt mit Veränderungen in und von Organisationen auseinander. Von organisationalem Wandel wird gesprochen, wenn eine maßgebliche Veränderung der Wirklichkeitsordnung zustande kommt und die Form der Organisation in Bewegung gerät. Wandelprozesse in Organisationen können bestehende Routinen entwerten und Unsicherheit sowie Irritationen bei den Individuen hervorrufen. Genau in einer solchen Situation muss es die Organisation schaffen, die Umwelt wahrzunehmen, auf sie zu reagieren und wieder eine Ordnung herzustellen. Ziel dieser Arbeit ist es, den Sensemaking Ansatz von Weick als einen Prozess der kognitiven Konstruktion von Wirklichkeit im Zusammenhang von organisationalem Wandel darzustellen. Sensemaking beschreibt dabei den Prozess, nach dem Individuen und Organisationen mit komplexen Umweltsituationen umgehen, indem sie gemeinsam Sinnzusammenhänge schaffen. Im Rahmen der Erläuterung des Prozesses werden zunächst im zweiten Kapitel begriffliche Grundlagen erklärt. Daran anschließend werden im dritten Kapitel wichtige Charakteristika der Sensemaking Theorie von Weick dargestellt, sowie weiterhin die Bedeutung des Sensemaking in organisationalen Wandelsituationen erläutert. Im vierten Kapitel wird das Mann Gulch Disaster als praktisches Beispiel für den Kollaps des Sensemaking in einer kleinen Organisation dargestellt. Zudem erfolgt eine Analyse des Disasters. Das fünfte Kapitel enthält eine abschließende Zusammenfassung. Author: Naunheim, Verena Publisher: GRIN Verlag Illustration: N Language: GER Title: Begriff und Bedeutung des Sensemaking im Kontext von Wandelprozessen Pages: 00014 (Encrypted PDF) On Sale: 2010-01-01 SKU-13/ISBN: 9783640513994 Category: Business & Economics : General

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