



# Das kooperative Mitarbeitergespräch in Organisationen der Sozialwirtschaft (German Edition)

*Martin Rossol*

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Studienarbeit aus dem Jahr 2008 im Fachbereich Pflegemanagement / Sozialmanagement, Note: 2, Donau-Universität Krems - Universität für Weiterbildung (Zentrum für Qualität und Management im Gesundheitswesen), Veranstaltung: Organisationsmanagement , 10 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: Die Organisationen der Sozialwirtschaft haben tiefgreifende Veränderungen zu bewältigen. Die politisch initiierte Einführung von Marktmechanismen bedingen Wettbewerb und steigende Konsumentensouveränität. Um diesen Veränderungen künftig begegnen zu können, müssen sich die Organisationen verändern. Ein wirkungsvolles Instrument zur Gestaltung dieses Wandels sind Management-by-objectives-Konzepte. Eine besondere Herausforderung dabei sind kooperative Mitarbeitergespräche mit Zielvereinbarung, welche Gegenstand der vorliegenden Arbeit sind. Für die Non-Profit-Organisationen der Sozialwirtschaft werden dabei Modifikationen der gängigen Konzepte vorgeschlagen.

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