

Oswald Neuberger

Mikropolitik und Moral in Organisationen

2. Auflage



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Mikropolitik Und Moral

Xiaolong Qi



Mikropolitik Und Moral:

Mikropolitik und Moral in Organisationen Oswald Neuberger, 2015-04-22 Mikropolitik als die auf eigenen Vorteil bedachte Instrumentalisierung Anderer in organisationalen Ungewissheitszonen wird nicht auf personale Motive oder Haltungen zur ckgefhrt sondern als sowohl flexible wie konstruktive Nutzung der Widerspr chlichkeit organisationaler Steuerungsprinzipien verstanden Nach einem Res mee des empirischen Forschungsstandes wird dafr pl diert die Erfassung und Differenzierung der mikropolitischen Taktiken in ein umfassendes Handlungsmodell einzubetten das neben kognitiven Situationsrepr sentationen und Erfolgskalk len weitere Bedingungen ber cksichtigt Mikropolitik scheint von vorneherein moralisch disqualifiziert zu sein weil es ihr darum geht Andere zum Mittel fr eigene Zwecke zu machen Die Reflexion von Mikropolitik aus den Perspektiven dominierender wirtschafts ethischer Positionen erweist eine solche Pauschal Verurteilung als einseitig und fragw rdig Mit Blick auf die M glichkeiten organisationaler Akteure werden drei pragmatische Strategien einer moralischen Rechtfertigung und Kultivierung von Mikropolitik er rtert moralisches Satisfizieren Moral lernen und den Widerstreit moralischer Prinzipien aushalten und nutzen

Mikropolitik und Moral Marcus O. Mohr, 1999 *Jenseits der Amtsgewalt* Andreas Henkelmann, Björn Szymanowski, 2023-10-09 Die aktuellen Diskussionen um den Umgang mit Macht und Machtmissbrauch in der katholischen Kirche konzentrieren sich v a auf die Neuverteilung institutioneller Macht und ihre Kontrolle Dabei bleiben informelle Machtpotenziale wie Beziehungsnetzwerke Informationsasymmetrien oder Ressourcenzug nge oftmals unentdeckt Der Band nimmt die real ausge bten Formen von Macht in den Fokus und stellt auch die Frage nach ihrem kirchenentwicklerischen Potenzial

Praxis des PR-Managements Jan Lies, 2015-03-11 Der Leser dieses Buches erh lt nicht nur einen berblick ber PR Begriffe PR Instrumente Medienarbeit Krisenkommunikation Leitbildprozesse etc und PR Strategien Positionierungsstrategien Markenstrategie etc Ihm werden dar ber hinaus auch handlungsrelevante Strukturen aufgezeigt indem Public Relations ffentliche Beziehungen als Umgebungsstrukturen unternehmerischen oder politischen Handelns gekennzeichnet werden PR wird damit nicht auf die Kommunikationsarbeit reduziert sondern reputationsrelevantes Handeln wird einbezogen PR Management geh rt damit zur angewandten Verhaltens konomik Behavioral Economics Es handelt sich dabei um ein strategisches Handlungsfeld dessen Bedeutung in Unternehmen derzeit vielfach untersch tzt wird Denn die PR Arbeit bildet die Basis um Skandale und andere handlungsbezogene Reputationsdefekte zu vermeiden

Grundzüge des Personalmanagements Christian Scholz, 2011-12-08 Vorteile auf einen Blick Komplett vierfarbige praxisorientierte Einf hrung in das Personalmanagement Lernziele zahlreiche Beispiele und bungen sorgen fr sehr gute Lernergebnisse Interviewk sten z B mit Stefan Lauer Personalvorstand der Lufthansa AG oder Thomas Sattelberger Personalvorstand Deutsche Telekom AG unterstreichen die Praxisrelevanz Zum Werk Anders als der gro e Scholz konzentriert sich dieses Lehrbuch auf die notwendigen Inhalte der Personalveranstaltungen im Bachelor Dabei steht die Praxis im Vordergrund Inhalt Faszination Warum muss sich jeder mit Personalmanagement besch ftigen Konzeption

Was sind expliziter Rahmen und implizite Logik für das Personalmanagement Organisation Wie ist die Personalarbeit auf personalwirtschaftliche Akteure zu verteilen Emotion Wieso ist Personalmanagement mehr als nur sachrationale Mechanik Kalkulation Spezifikation Wie bestimmt man den wirklichen Personalbedarf Evaluation Wie analysiert man den tatsächlichen Personalbestand Akquisition Wie beschafft man Mitarbeiter Selektion Welche Kandidaten soll man einstellen Integration Wie realisiert sich eine erfolgreiche Gesamtbelegschaft Allokation Wie werden Mitarbeiter und Stellen zusammengebracht Kompensation Wie entlohnt man Mitarbeiter zielorientiert Qualifikation Wie entwickelt man Mitarbeiter Motivation Was bringt Mitarbeiter zu Höchstleistungen Direktion Leadership Wie führt man Mitarbeiter Kooperation Wie führt man Teams Retention Wie hält man gute Mitarbeiter im Unternehmen Reduktion Wie gestaltet man betriebswirtschaftlich richtigen Personalabbau sozial verträglich Autor Prof Dr Christian Scholz ist Inhaber des Lehrstuhls für Organisation Personal und Informationsmanagement Er gilt als führender akademischer Kopf der Personalszene Zielgruppe Für Studierende der Betriebswirtschaftslehre im Grundkurs Personalmanagement an Universitäten Fachhochschulen und Berufsakademien

Akteur und Strategie - Wie prägen verschiedene Unternehmenskulturen das mikropolitische Handeln von Organisationsmitgliedern? Andreas Winhart, 2008 Bachelorarbeit aus dem Jahr 2008 im Fachbereich BWL Personal und Organisation Note 1,7 Hochschule für angewandtes Management GmbH 66 Quellen im Literaturverzeichnis Sprache Deutsch Abstract In der Betriebswirtschaft werden die Thematiken von Unternehmenskultur bzw Mikropolitik oft nur am Rande betrachtet Häufiger stehen andere Thematiken in der betriebswirtschaftlichen Sichtweise im Vordergrund die für den Betrachter leichter und wichtiger erscheinen wie Strategie Struktur Absatzzahlen Qualitätsverbesserungen Löhne und Gewinne etc Die soziale Seite der Unternehmen d.h der Umgang der Mitarbeiter untereinander genauso wie die Verhältnisse zwischen Vorgesetzten und Mitarbeiter finden oft wenig Beachtung Dies beginnt bereits bei der Ausbildung von Betriebswirten Im Standardwerk der Betriebswirtschaft Günter Wöhe's Einführung in die Allgemeine Betriebswirtschaftslehre findet sich zu diesen Aspekten der Betriebsführung wenig Der Begriff Unternehmenskultur findet sich gerade beiläufig erwähnt und die Mikropolitik wird ebenfalls ausgegrenzt Eine ganzheitliche Betrachtung der Unternehmensvorgänge findet folglich in der Ausbildung selten statt In der Organisationslehre welche nicht nur von der Betriebswirtschaftslehre beeinflusst wird sondern auch sehr stark von der Soziologie der Psychologie und der Politikwissenschaft dominiert wird finden sich jedoch diese Begriffe des Weiteren aus verschiedenen Blickwinkeln wieder Betriebswirtschaftlich sind Mikropolitik und Unternehmenskultur besonders in den Bereichen Personalwirtschaft Unternehmensführung strategisches Management und in der betriebswirtschaftlichen Organisation präsent

Deutsche Nationalbibliographie und Bibliographie der im Ausland erschienenen deutschsprachigen Veröffentlichungen, 1996 **Unternehmensnetzwerke** Johannes Glückler, Waltraud Dehning, Monique Janneck, Thomas Armbrüster, 2012-09-07 Anstatt Netzwerke nur aus der Sicht einzelner Akteure zu betrachten richten die Autoren ihren Blick auf die multilaterale Zusammenarbeit Wissenschaftler Unternehmens

und Rechtsberater diskutieren Konzepte wie Netzwerkgut oder laterale Governance auf deren Grundlage Netzwerke ausgestaltet und ihre Innovationskraft gefördert werden kann Auch die Wahl der Rechtsform der Controllinginstrumente sowie der Einsatz von Kommunikationstechnologien werden thematisiert Erfolgsfaktoren arbeiten die Autoren anhand detaillierter Fallstudien heraus

Sapere aude! WikiLeaks als Fahnenträger der digitalen Gegenöffentlichkeit
Niklas Weith, 2011-06-22 Bachelorarbeit aus dem Jahr 2011 im Fachbereich Medien Kommunikation Sonstiges Note 1,0
Universität Passau Philosophische Fakultät Sprache Deutsch Abstract Der Fortschrittsoptimismus prägte die Bewegung eines Bürgerertums welches sich auf die Macht einer kritischen Öffentlichkeit stützte um Emanzipation Presse und Religionsfreiheit sowie bürgerliche Grundrechte durchzusetzen Inzwischen lebt der moderne Mensch in aufgeklärten Industriestaaten in denen Meinungs und Pressefreiheit durch Grundgesetze und Menschenrechte gesichert sind Doch kann man trotz der gegebenen Freiheiten von einer mündigen Gesellschaft reden die ihre Meinungsfreiheit nutzt Im Grunde sollte dies durch die etablierten Medien wie Presse Rundfunk und Fernsehen gewährleistet werden indem sie den politischen Apparat überwachen der Öffentlichkeit als Informationsquelle dienen und als Katalysator für Diskussionen und Debatten fungieren Die Realität wird jedoch von vielen Beobachtern anders eingeschätzt und es ist die Rede von einem Versagen der vierten Gewalt und seiner demokratischen Aufsichtspflicht Verschleierung Informationszensur und eine politische Verdrossenheit seien die Folgen Doch wie kann der Mensch aus seiner selbstverschuldeten Unmündigkeit austreten und wie kann die Meinungsfreiheit geschützt werden Im Informationszeitalter hat wohl der moderne Sturm und Drang als erste Kultur den Nutzen der digitalen Medien für sich entdeckt Das Internet gibt der Gegenöffentlichkeit nicht nur eine Plattform für den Diskurs und den Austausch von Informationen sondern bietet die Möglichkeit Einfluss auf Politik und mediale Agenda zu nehmen Am deutlichsten zeugt das Bestreben der Whistleblower Plattform WikiLeaks davon Einfluss auf die globale Politik auszuüben und die Öffentlichkeit für eine Ausübung ihrer Meinungsfreiheit zu sensibilisieren Im Folgenden sollen die Fragen geklärt werden welche Auswirkungen eine Enthüllungsplattform wie WikiLeaks auf die Mündigkeit der modernen Gesellschaft hat und welche Motivationen Normen Moralen und Ethiken hinter den Aktionen der Netzaktivisten stehen und mit welchen Methoden diese umgesetzt werden Es wird analysiert wie sich die digitale Gegenöffentlichkeit konstituiert und mit welchen Mitteln sie versucht ihre eigene Meinungsfreiheit im Cyberspace zu bewahren und wie durch öffentlich wirksame Aktionen auch die Zivilgesellschaft auf politische und ethische Missstände aufmerksam gemacht wird

Exploring Virtuality Sabina Jeschke, Leif Kobbelt, Alicia Dröge, 2013-11-08 Wie beeinflussen virtuelle Umgebungen das gesellschaftliche Zusammenleben und was ist eine Virtual Production Intelligence Mit welchen Awarenessfunktionen ist die Wirklichkeit in virtuellen Welten nachzubilden Haben virtuelle Unternehmen eigene Organisationskulturen Wie lässt sich Virtualität konstruktivistisch deuten Durch die digitale Revolution bestimmt Virtualität seit Jahren nicht nur zunehmend unser Privatleben sondern spielt auch in verschiedenen Wissenschaftsdisziplinen eine bedeutende Rolle Sie bietet nicht nur neue Möglichkeiten und Perspektiven

sondern gibt auch Anlass die Konsequenzen für Wissenschaft Wirtschaft und Gesellschaft zu betrachten Dieser Band stellt die Ergebnisse einer interdisziplinären Fachkonferenz zum Thema Virtualität der RWTH Aachen University vor **Paul V.**

Borghese (1605-1621) Wolfgang Reinhard, 2009 CD ROM is entitled Mitglieder und Positionen der Kurie Pauls V

Scandinavian Studies in Law Folke Fredrik Schmidt, 2008 **Crisis and Change** Jan-Olav Henriksen, Tage

Kurtén, 2012-03-15 A common basis for the project on which this volume is based is that one cannot understand religion and ethics without paying attention to the different contexts in and by means of which these cultural elements are expressed This approach makes both religion and ethics liquid and allows us to see them as based on specific contingencies rather than as expressions of some essential features The changing societal and cultural conditions in late modern Western societies pose new challenges for established religion theology and ethics Not only does religion itself appear to be in some kind of crisis but also many of the established ways of understanding and doing religion theology and ethics appear obsolete inadequate or dated Against such a backdrop the articles in the present volume represent attempts to rethink theology and religion with regard to these late modern conditions The volume is the result of a joint undertaking of two research groups one based in both Finland and the other in Oslo Norway which have since 2006 focused on exploring the contextual character of theology in understanding both Christian belief and Christian ethics The challenge of the idea that Christianity appears in new ways and in new contexts and of investigating what that means is pursued in various ways *Unternehmung*, 2001 **Börsenblatt**

für den deutschen Buchhandel, 2006-11 *Essential Cases on Misconduct* Benedict Winiger, Ernst Karner, Ken

Oliphant, 2018-01-22 The various national European legal systems offer a broad range of responses to the question of what can be regarded as wrongful behaviour or fault The present work systematically examines these two important prerequisites for tortious liability under the combined heading of misconduct Unlike current textbooks national casebooks and monographs it builds on the experiences gathered in the national legal systems over the past decades and thereby fills a major gap which still exists today It thus does what the previous volumes in the Digest of European Tort Law series did for other key elements of tort law namely natural causation and damage Once again the publication contains a selection of the most important cases from 28 states across Europe as well as cases handed down by European Union courts it also highlights cases from earlier periods of legal history For each case the facts and the relevant court decision are presented and these are then accompanied by an analytical commentary In addition the editors provide comparative analyses of the cases reported and a special report is dedicated to how key decisions would be resolved under model European rules on tort law The editors believe that the material gathered here may provide guidance for an organic convergence of the national legal systems in Europe It constitutes the basis of an *acquis commun* that is infinitely richer though also much more complex than the rather bland and abstract concepts contained in national codifications European legislation and modern model rules

Internationale Bibliographie der Rezensionen wissenschaftlicher Literatur, 2008 **WSI Mitteilungen**

Deutscher Gewerkschaftsbund. Wirtschafts- und Sozialwissenschaftliches Institut, 2007 *Ethik in Organisationen* Gerhard
Blickle, 1998 Inhalts bersicht 0 Einf hrung 1 Moralphilosophische Grundlagen einer Ethik in Organisationen 2
Sozialwissenschaftliche Befunde zu Gerechtigkeit und Verantwortung in Organisationen 3 Ethikorientierte Organisations und
Arbeitsgestaltung 4 Personal und Ethik AutorInnenregister Sachregister Autoren dieses Bandes Wissen Im Netz, Volume
24 Regina Dauser, Elisabeth Böswald-Rid, 2008 Die Buchreihe des Instituts f r Europ ische Kulturgeschichte in Augsburg
versammelt Beitr ge zur Kulturgeschichte der europ ischen Vormoderne ihrer antiken und mittelalterlichen Voraussetzungen
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