



Personalpolitik - Führungsmittel (German Edition)

Zeynep Varlioglu

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Studienarbeit aus dem Jahr 2008 im Fachbereich BWL - Personal und Organisation, Note: 2,3, Verwaltungs- und Wirtschafts-Akademie Oberhausen und Mülheim an der Ruhr e.V., Sprache: Deutsch, Abstract: Mit dem Führungsprinzip werden die Grundsätze eines Zusammenarbeitsmodells beschrieben. Innerhalb des Zusammenarbeitsmodells sind für die praktische Anwendung Führungsmethoden erforderlich. Die Beschreibungen der Methoden beantworten die Frage nach dem "wie" der Umsetzung. Mit den einzelnen Führungsinstrumenten werden die Methoden praktisch anwendbar gemacht. Die Beschreibung der Instrumente beantwortet die Frage nach dem "womit". Führungsinstrument: Innerhalb der Methode des Zielvereinbarungsprozesses kann zur schnelleren Erreichung der Ziele das Instrument der Zielvereinbarung angewendet werden.

Führungsmittel sind die im Führungsprozess (-ablauf) zu verwendeten Verständigungs-, Orientierungs- und Dokumentationshilfen (wie z. B Sprache, Gestik, Maßnahmen etc.)

Eine erfolgreiche Führung hängt unter anderem von den Führungsinstrumenten ab, die von der Führungskraft eingesetzt werden, z.B. Weisungen, Anreize, Entgelt, Motivation, Informationen, Gespräche, Delegieren, Lob, Tadel, Sanktionen, Beurteilungen.

Im folgenden Text werden die Inhalte der Führungsmittel- und instrumente näher beschrieben.

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