



Mikropolitische Ansätze des Personalmanagements (German Edition)

Philipp Kardinahl

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Studienarbeit aus dem Jahr 2008 im Fachbereich BWL - Personal und Organisation, Note: 1,3, FOM Hochschule für Oekonomie & Management gemeinnützige GmbH, Berlin früher Fachhochschule, Veranstaltung: Personalmanagement, 39 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: Die vorliegende Arbeit möchte sich dem Thema Mikropolitik nähern. Aufgrund der Komplexität des Themas liegt der Fokus dieser Arbeit maßgeblich auf der Darstellung der grundsätzlichen Funktionsmechanismen mikropolitischer Prozesse in Organisationen. Ziel ist es, für das Vorhandensein sozialer Interaktionen und ihrer Ausprägungen jenseits formalorganisatorischer Vorgaben zu sensibilisieren. Hierzu sind zunächst einige Grundüberlegungen anzustellen und fundamentale Begriffe zu definieren. Im Anschluss daran sollen einige konkrete Ausprägungen mikropolitischer Praxis exemplarisch angeführt und schließlich in aller Kürze auf einige Auswirkungen auf das Personalwesen eingegangen werden. Bei dem Forschungsfeld Mikropolitik handelt es sich noch um ein recht junges Gebiet, was zur Folge hat, dass hinsichtlich eindeutiger Definitionen wesentlicher Begriffe gemeinhin keine absolute Einigkeit besteht. Die Berücksichtigung moralisch relevanter Fragestellungen hinsichtlich der Legitimität von Mikropolitik in Organisationen wird trotz der angeregten Diskussion auch zu diesem Punkt nicht explizit behandelt.

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