

Joachim Schmidt

Workplace commitment und Ehrenamt

Studienarbeit

Workplace Commitment Und Ehrenamt Workplace Commitment Und Ehrenamt

Hans-Ulrich Kauderer



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Motivation und Haltekraft im Ehrenamt David Wenzel, Irmtraud Beerlage, Silke Springer, 2016-03-09 Nicht nur seit der Wehrreform im Jahr 2011 stehen die Freiwilligen Feuerwehren und die Bundesanstalt Technisches Hilfswerk vor der Herausforderung Bürger für das dauerhafte Ehrenamt zu gewinnen Der Demographische Wandel die Verdichtung der Arbeit und erhöhte Mobilität erschweren die Gewinnung neuer Engagierter und deren dauerhaftes Engagement Bislang konzentrierten sich die Maßnahmen zur Stärkung des Freiwilligen Engagements im Bevölkerungsschutz auf die Erhaltung der Attraktivität für eine Mitwirkung in den Behörden und Organisationen Beispielsweise durch Anwerbekampagnen und Unterstützung der Arbeitgeber aber auch durch öffentliche Ehrungen und weitere Formen der Anerkennung z.B. Ehrenamtskarte sollen Hemmnisse abgebaut und der Einstieg ins Ehrenamt erleichtert werden In diesem Band wird das Augenmerk auf die Stärkung der Haltekraft gelegt um nach dem Einstieg das Engagement dauerhaft zu erhalten Es zeigt auf wie organisationsinterne Merkmale z.B. Führung Kommunikation Teamzusammenhalt den Verbleib oder den Ausstieg aus der Organisation beeinflussen können Es werden Empfehlungen gegeben wie die Organisationen im Bevölkerungsschutz engagementstärkende und gesundheitsförderliche Rahmenbedingungen gestalten können Das Buch bietet detaillierte Einblicke in die aktuelle Situation des Ehrenamtes im Bevölkerungsschutz eine verständliche Darstellung der Diskussionen rund um das Freiwillige Engagement in Deutschland eine Analyse von engagementfördernden und hemmenden Faktoren sowie von Einstiegs- und Ausstiegsmotiven freiwillig Engagierter Hinweise auf Organisationsmerkmale die Verbleib oder Ausstieg beeinflussen können Handlungsempfehlungen zur Stärkung der Haltekraft *Handbook of Technical and Vocational Education and Training Research* Felix Rauner, Rupert Maclean, 2008-12-16 Technical and vocational education and training TVET research has become a recognized and well defined area of interdisciplinary research This is the first handbook of its kind that specifically concentrates on research and research methods in TVET The book's sections focus on particular aspects of the field starting with a presentation of the genesis of TVET research They further feature research in relation to policy planning and practice Various areas of TVET research are covered including on the vocational disciplines and on TVET systems Case studies illustrate different approaches to TVET research and the final section of the book presents research methods including interview and observation methods as well as of experimentation and development This handbook provides a comprehensive coverage of TVET research in an international context and with special focus on research and research methods it is a cutting edge resource and reference *Ehrenamt und Erwerbsarbeit* Susann Mühlhoff, 2006 *Workplace commitment and Ehrenamt* Joachim Schmidt, 2010 Studienarbeit aus dem Jahr 2010 im Fachbereich Psychologie Arbeit Betrieb Organisation und Wirtschaft Note 1,0 Ernst Moritz Arndt Universität Greifswald Veranstaltung Arbeits- und Organisationspsychologie Sprache Deutsch Abstract Sandra L. Fornes, Tonette S. Rocco und Karen K. Wollard 2008 thematisieren die mehrdimensionale affektive Bindung von Arbeitnehmern gegenüber ihrer Organisation

ihrer Arbeit und ihrer Arbeitsumgebung Die Bedeutung dieser Bindung wird ersichtlich wenn man sich vor Augen fñhrt dass sich die auf mangelnde affektive Bindung der Arbeitnehmer zur ckzufñhrenden konomischen Verluste der US amerikanischen Volkswirtschaft jñhrlich auf bis zu 350 Milliarden USDollar belaufen Den positiven Effekten eines hohen commitments hñhere Arbeitszufriedenheit Leistungssteigerungen und lñngere Arbeitsverhñltnisse zum Trotz ist schwaches commitment in den meisten Industrien sehr ausgeprñgt Als Ursache fñr rñcklñufiges commitment sehen Fornes et al neben Lohnerosion und den gestiegenen Produktivitñtserwartungen der Arbeitgeber auch Defizite in der Strukturentwicklung von Unternehmen an Um die Leistungsfñhigkeit einer Organisation zu verbessern reicht nach Meinung der Autoren die Umsetzung der Prinzipien von good management und good leadership nicht aus Deutlich verbessert werden kñnnen sie aber durch hñheres workplace commitment der Arbeitnehmer Diese Art der verpflichtenden Bindung stelle ein unterscheidendes Merkmal zwischen leistungsstarken und nur durchschnittlich leistungsfñhigen Organisationen dar Zeigen Arbeitnehmer und Arbeitsgruppen ein hohes workplace commitment und identifizieren sich mit den Unternehmenszielen und werten so arbeiten sie disziplinierter und weisen eine hñhere Arbeitszufriedenheit auf Zudem ist dann die Mitarbeiterfluktuation geringer weil die Arbeitnehmer gewillt sind ihr Arbeitsverhñltnis lñnger aufrechtzuerhalten In der vorliegenden Hausarbeit soll das von Fornes et al formulierte Konzept des wo

Organisationsentwicklung in Freiwilligenorganisationen Susanne Freund,2019-12-04

Susanne Freund untersucht in einer lñngsschnittlichen Studienreihe unter welchen Bedingungen Ehrenamtliche Verñnderungen in ihrer Organisation unterstñtzen bzw wann sie Widerstand dagegen leisten Zugleich analysiert sie die Implikationen organisationaler Verñnderungen fñr das Commitment und das weitere Engagement der Organisationsmitglieder Das entwickelte Modell ermñglicht die Evaluation konkreter Verñnderungsprozesse und bietet Anregungen fñr ein erfolgreiches Change Management in Non Profit Organisationen Die multimethodale Studienreihe basiert auf sozialpsychologischer Forschung zu Freiwilligenarbeit und organisationspsychologischem Wissen zu Transformationen Es wurden ca 4 500 Mitglieder unterschiedlicher Organisationen befragt

A Dictionary of Civil Society, Philanthropy and the Third Sector Helmut K. Anheier,2005-02-24 This guide to civil society provides a quick and easy reference to the key people concepts and organizations of the third sector It contains approximately 300 up to date entries including all terms and concepts associated with civil society as well as regional information Key features of the dictionary include definitions of concepts and terms surrounding civil society details on specific regions important in the history of civil society such as India the CIS and the USA profiles of the key personalities and organizations involved in the third sector includes information on how the sector operates e g Fair Trade grassroots organizations and exit strategies provides information that would otherwise require many volumes to locate Key terms include Citizenship Social Captial Rule of Law Nonprofit Management Corporate Responsibilities and Social Origins Theory

Diaconia against Poverty and Exclusion in Europe Ingolf Hñbner,Johannes Eurich,2013-05-28 Poverty and exclusion are rising challenges in all European countries Christian welfare

organisations such as Diaconia have been committed to working against poverty and marginalisation since many years. However a change of the structures which cause poverty is often not accomplished. Poor people remain in dependent situations and do not really participate in society. What are the main challenges to diaconal institutions combating poverty and exclusion? Which innovations are necessary within diaconia and civil society in order to meet future challenges? With contributions from all over Europe this volume tries to answer these questions by applying a multi perspective angle to the main challenges by examining new concepts and by developing new perspectives for the future of Christian social practice.

Erfolgsfaktoren und Verbandserfolgsmessung Hans-Ulrich Kauderer, 2025-07-25 In diesem Open Access Buch wird Verbandserfolg neu definiert. Der bislang als erfolgsbestimmender Indikator anerkannte Organisationsgrad ist nicht hinreichend, um Verbandserfolg valide zu messen. Der Autor kann belegen, dass eine Verbandserfolgsbestimmung über Organisationsgrade nicht sachgerecht und valide ist. Denn die Coronapandemie hat nachdrücklich belegt, dass sich dieser kausale Zusammenhang realiter nicht bestätigen lässt. Betriebswirtschaftliche Berechnungsgrundlagen wie beispielsweise Gewinn und Verlustrechnungen von Verbänden sind infolge des speziellen Organisationszwecks Non Profit Organisationen ebenfalls nicht zielführend, um Verbandserfolge zu bewerten. Viele Verbandsdienstleistungen werden satzungsbedingt ohne Verrechnung oder zu einem deutlich vergünstigten Preis an Mitglieder abgegeben. Ebenso wird bestätigt, dass die bisherigen theoretischen Erkenntnisse über Nutzungsabsicht und Mitgliederakzeptanz von sachlichen und emotionalen Motiven geprägt werden. Beide Faktoren bilden die Grundlage für eine neu entwickelte Akzeptanzformel, um Verbandserfolg messbar zu machen. Die vorliegende Arbeit untersucht den Zusammenhang von Verbandserfolg, Nutzungsabsicht und Akzeptanz von Verbandsdienstleistungen durch Mitglieder. Die Fallstudie bezieht sich auf den Branchenverband DEHOGA Baden Württemberg, den mitgliederstärksten Landesverband der Hotellerie und Gastronomie in Deutschland.

Employee Volunteering als Win-Win-Konstellation Stefan Michels, 2016-02-19 Stefan Michels untersucht, inwieweit sich die Teilnahme an verschiedenen Employee Volunteering Projekten auf die intrinsische Motivation, Arbeitszufriedenheit, Bindung und Identifikation der Mitarbeiter in Unternehmen auswirkt. Gleichzeitig wird der Effekt der ehrenamtlichen Tätigkeit auf das Organizational Citizenship Behavior und das wahrgenommene externe Prestige aus betrachtet. Die zuvor aufgeführten Zusammenhänge werden konzeptionell herausgearbeitet und im Rahmen von Quasi Experimenten empirisch getestet. Es wird gezeigt, dass die organisationsrelevanten Einstellungen, Wahrnehmungen und Verhaltensweisen aufseiten der ehrenamtlichen Helfer besonders positiv ausgeprägt sind.

On Account of Sex Betsy Kruger, Catherine A. Larson, 2000 Identifies and describes published materials on the status of women in the profession. Years covered in this work were a particularly rich time for writings relevant to the status of women in librarianship and information science. In addition to a large body of journal literature, these years also witnessed the publication of several significant books.

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