



Motivation der Mitarbeiter (German Edition)

Thomas Ley

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Studienarbeit aus dem Jahr 2007 im Fachbereich BWL - Personal und Organisation, Note: 2,0, Fachhochschule Bonn-Rhein-Sieg, Veranstaltung: Personalmanagement, 9 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: Ziel dieser Hausarbeit ist die kritische Betrachtung der materiellen und immateriellen Instrumente zur Verbesserung der Mitarbeitermotivation. Im zweiten Kapitel werden die verschiedenen Arten von Motivation in Form von intrinsischer und extrinsischer Motivation dargestellt. Im weiteren Verlauf wird auf die Vermittlung und Aufrechterhaltung der Motivation mit Hilfe von Zielvereinbarungen sowie die Auswirkungen von Motivation auf das Arbeitsverhalten eines jeden Mitarbeiters eingegangen. Weitere Schwerpunkte dieser Studienarbeit sind die Auswirkungen von motivierten Mitarbeitern auf das Unternehmen und den Mitarbeiter selbst. Kapitel drei widmet sich dem daraus resultierenden Erfolg für das Unternehmen, welcher sich in der Verbesserung des Mitarbeiterklimas und den wirtschaftlichen Erfolg des Unternehmens untergliedert. Ein weiterer Punkt in diesem Kapitel ist der Erfolg für den Mitarbeiter selbst. Diese beiden Punkte werden in Kapitel drei kritisch dargestellt und erläutert. Im Kapitel vier werden die aus den Kapiteln zwei und drei dargestellten sowie gewonnen Erkenntnisse zusammengeführt und weiterentwickelt. In den folgenden Ausführungen steht das Wort Mitarbeiter sowohl für den Mitarbeiter als auch die Mitarbeiterin.

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