



Programmatische Orientierungen der Personallehre (German Edition)

Daniel Stitz

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Studienarbeit aus dem Jahr 2009 im Fachbereich BWL - Personal und Organisation, , Sprache: Deutsch,

Abstract: Personallehre beschäftigt sich mit Vorgängen in Organisationen. Da Organisationen hochkomplexe soziale Gebilde sind, müssen sich (Organisations-)Theorien auf bestimmte Aspekte konzentrieren, gewisse Eigenschaften hervorheben und andere ausblenden.

Dies lässt sich auch auf die Personallehre übertragen, was zu einer Perspektiveneinteilung in Personalökonomie, Personalmanagement und Personalpolitik führte, die wiederum selbst unterschiedliche Sichtweisen und Ansätze beinhalten (vgl. Ridder 2007: 67 & 83; Krell 2007: 25). So erscheint beispielsweise aus dem Blickwinkel der Personalpolitik das Personalmanagement als eine Instrumentenansammlung zum Zwecke der bloßen Kontrolle seitens der Unternehmer, wohingegen beim Personalmanagement Arbeitnehmerinnen als potentielle Möglichkeit für die Schaffung von strategischen Wettbewerbsvorteilen gesehen werden (vgl. Nienhüser 2004: 1672; Ridder 2007: 87). Dies unterstreicht die Notwendigkeit, sich der Perspektivenvielfalt der Personallehre bewusst zu sein.

Im Folgenden werden die drei programmatischen Orientierungen der Personallehre anhand ihrer Grundzüge umrissen und mittels eines theoretischen Zugangs erläutert. Abgeschlossen wird jedes Unterkapitel mit einer Fragestellung, die die Grundzüge der jeweiligen Perspektive bezogen auf das Thema Personalentwicklung reflektieren soll.

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