



Aktionsfelder des Managements: Organisation (Struktur) - Personal (Human Resources) - Führung (Interaktion) (German Edition)

Marlen Hollunder, Jennifer Peller

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Studienarbeit aus dem Jahr 2011 im Fachbereich BWL - Unternehmensführung, Management, Organisation, Hochschule Bochum, Sprache: Deutsch, Abstract: Die Versorgung der Menschheit wurde Jahrhunderte lang von Bauern, Handwerkern und Händlern übernommen. Heutzutage übernehmen diese Funktion im Wesentlichen große Organisationen, welche von Managern geleitet werden. In dieser Arbeit möchten die Verfasser den zeitlichen Verlauf des Managementprozesses in den Bereichen Personal, Organisation und Führung darstellen. In Anlehnung an das Modell des russischen Wissenschaftlers Nikolai Kondratieff, wird die wirtschaftliche Entwicklung in „langen Wellen“ beschrieben, welche durch bestimmte Basisinnovationen (Textilindustrie, Stahlindustrie, Automobilindustrie, Elektronikindustrie, Mikroelektronik,...) geprägt ist. Ursprünglich wurde aufgrund der Organisationsgrößen die Person des Managers nicht benötigt. Der Handel breitete sich durch Erfindung neuer Transportmittel, wie Eisenbahn und Dampfschiff aus. Der Markt forderte eine immer schnellere Anpassung an die Situation. Große Produktionsstätten wurden geboren. Folglich kam es zu immer größeren Absatzmengen und Mitarbeiterzahlen.

Aufgrund der Wirtschaftsentwicklung setzten sich verschiedene Theoretiker und Praktiker mit den neuen Gegebenheiten auseinander und versuchten die Managementfunktion an diese anzupassen. Hierdurch entstanden verschiedene Managementansätze, welche aufgrund der kritischen Betrachtung ständig weiterentwickelt wurden. Beispielhaft gehen die Verfasser auf die Entfaltung der Automobilindustrie ein.

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