

Contemporary Fixed Prosthodontics Rosenstiel 5th Edition

New Frontiers of Leadership Führungsstil und Leistungseffektivität im Krankenhaus Rethinking Management Spezifische Umwelten und umweltbezogenes Handeln ILWC Journal Management in einem dynamischen Umfeld Integration von kunden- und personalorientierten Steuerungskennziffern in das Wertmanagement Personalauswahl und -entwicklung mit Persönlichkeitstests Contemporary Orthodontics, 6e: South Asia Edition-E-book The American Shorthorn Herd Book The American Short-horn Herd Book Touro Law Review The Johns Hopkins Medical Journal Paperbound Books in Print 1995 Kelly's Directory of Merchants, Manufacturers and Shippers Zeitschrift für differentielle und diagnostische Psychologie Research Centers Directory Shareholder Litigation An Outline History of Western Music National Union Catalog George B. Graen Petra Rixgens Boris Kaehler Volker Linneweber Rico Baldegger Boris Kasper Rüdiger Hossiep William R. Proffit Lewis Falley Allen Reed Reference Publishing Roger J. Magnuson Milo Wold

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this installment in the book series Imx leadership edited by george b graen focuses on new frontiers of leadership

petra rixgens untersucht in einer mikrosoziologischen studie theoretisch und empirisch die frage ob die sozialen führungsstile von pflegekräften und Ärzten in krankenhäusern der allgemeinversorgung nachweisbare effekte auf die leistungseffektivität solcher organisationen haben sie zeigt dass das ausmaß des sozialen respekts und der sozialen kontrolle der vorgesetzten für ihre mitarbeiter zentrale steuerungsprinzipien für das miteinander sind der authoritative und der laissez faire führungsstil stärken die leistungseffektivität eines krankenhauses der indifferente und der autoritäre führungsstil schwächen sie

the concept of management is well established and very familiar to scholars and practitioners alike however it is also very generic with no agreed upon definition and no consistency in the demarcation between it and its sub concepts and other similar terms building on an in depth analysis of literature this book establishes a precise understanding of management and systematically integrates its sub concepts of organization governance strategic management human resource management leadership and organizational culture it thus provides a clear theoretical and conceptual framework helping researchers to theorize and practitioners to implement corporate management models

der band informiert umfassend über spezifische umwelten und umweltbezogenes handeln neben klassischen themen wie z b lärm dichte und andere stressoren sowie risikobezogenes verhalten werden aktuelle themen wie z b mobilität kommunikation virtuelle welten katastrophen und globale umweltveränderungen ausführlich dargestellt neben einer dokumentation des standes der forschung trägt der band auch zu erwartenden entwicklungen und perspektiven der umweltpsychologie rechnung

dieses klar strukturierte open access lehrbuch vermittelt grundlegendes managementwissen auf grundlage der wesentlichen aspekte der unternehmensführung wird ein unternehmens modell skizziert das es dem leser ermöglicht sich leicht in der struktur des lehrbuchs zurechtzufinden zu reflektieren neue ansätze in einen kontext zu setzen und kritisch zu hinterfragen neben dem basiswissen zur unternehmensführung werden themen wie nachhaltigkeit unternehmerische verantwortung und unternehmenskultur aufgegriffen und in den kontext eingeordnet praxisbeispiele wiederholungs und diskussionsfragen sowie kurze fallstudien am ende jedes kapitels erleichtern den Übergang von der theorie zur praxis aktuelle unternehmensbeispiele z b ubs fusion rolex nestlé logitech netflix ferrero dienen der vertieften auseinandersetzung mit strategischen herausforderungen in der unternehmensführung

inhaltsangabe einleitung der erfolg eines unternehmens wird meist daran gemessen wie hoch sein gewinn ist zur messung des unternehmenserfolges werden nicht selten bilanzielle und gewinnorientierte periodische größen als maßstab herangezogen die aus der bilanz und der gewinn und verlustrechnung guv gewonnenen daten sind jedoch häufig stark von rechnungslegungsvorschriften und wahlrechten verzerrt ferner sind periodische stromgrößen wie z b der gewinn vom management manipulierbar z b kann eine unterlassung wichtiger wertsteigernder investitionen die kosten in der jeweiligen periode senken und kurzfristig den gewinn erhöhen daher wird

zunehmend der monetäre wert eines unternehmens als maßstab für planung steuerung und kontrolle des unternehmenserfolges herangezogen denn die höhe bzw Änderung des unternehmenswertes wird idealerweise nicht wie beim gewinn von kurzfristigen und verzerrenden maßnahmen beschönigt der monetäre wert setzt sich grundsätzlich aus zukünftigen freien liquiden mitteln nach risikoadjustierten kapitalkosten zusammen wertmanagement soll daher als management von unternehmenswert welcher sich aus materiellen und immateriellen vermögen zusammensetzt verstanden werden das ziel des wertmanagements stellt daher die steigerung des unternehmenswertes und demnach das management immaterieller ressourcen dar in abschnitt 2 wird die entstehungsgeschichte und zielsetzung des wertmanagements diskutiert da kennziffern bzw kennzahlen zweckmäßige instrumentarien zur erfolgsmessung darstellen werden diese näher nach inhalt und historischer entwicklung sowie arten der traditionellen erfolgsmessung analysiert in abschnitt 3 werden konzepte und methoden der unternehmensbewertung sowie ansätze zur kapitalkostenbestimmung diskutiert anschließend werden übersichtsartig wertorientierte also an die unternehmensbewertung angelehnte kennziffern vorgestellt immaterielles vermögen gewinnt für den unternehmenswert zunehmende wichtigkeit dabei spielt vor allem der kunden und personalwert für die höhe des immateriellen vermögens eine rolle daher werden in abschnitt 3 und 4 methoden diskutiert um die kunden und personalwerte zu bestimmen und optimal im sinne der unternehmenswertsteigerung zu managen ferner werden zur planung steuerung und kontrolle der kunden und personalwerte kennziffern als instrumentarien

der einsatz berufsbezogener persönlichkeits tests zur personalauswahl und entwicklung bietet handfeste vorteile die im deutschsprachigen raum von zahlreichen organisationen nach wie vor kaum erschlossen werden dieser band führt in die vielfältigen möglichkeiten der nutzung

persönlichkeitsorientierter fragebogenverfahren im personalmanagement ein dabei werden die wichtigen teilschritte zur auswahl eines leistungsfähigen zielführenden verfahrens die sachgerechte einbettung in den jeweiligen prozess und die einbeziehung der arbeitnehmersvertretung anschaulich erläutert zur anwendung auswertung und interpretation werden zahlreiche durchführungsbeispiele aus der praxis sowie grundlegende fragestellungen besprochen häufig eingesetzte persönlichkeitsorientierte verfahren werden durch beispiele nachvollziehbar veranschaulicht checklisten und schemata verdeutlichen in welchen schritten die individuelle weiterentwicklung durch den einsatz von persönlichkeits-tests erfolgen kann personalpraktiker erhalten entscheidungshilfen und hinweise zu problemstellungen wie etwa zum umgang mit sozial erwünschten antworten und zur integration von persönlichkeits-tests in personalauswahl und personalentwicklungsmaßnahmen z b assessment oder development center wie auch zur verknüpfung mit kompetenzmodellen für die zweite auflage wurde das standardwerk vollständig überarbeitet und aktualisiert im umfang wesentlich erweitert und um zahlreiche praktische beispiele ergänzt

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looks at the most important facts for each major period of western music history from ancient times through the middle ages and the

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