

Christine Sayegh

Mehr als Mitarbeiterbindung - Organisationales Commitment in der IT-Beratung

Theoretische Grundlagen,
Handlungsfelder und Ansatzpunkte

Mehr Mitarbeiterbindung Organisationales Beratung Handlungsfelder

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Mehr als Mitarbeiterbindung - Organisationales Commitment in der IT-Beratung: Theoretische Grundlagen, Handlungsfelder und Ansatzpunkte Christine Sayegh, 2015-06 IT Beratung ist häufig vor allem eine Arbeit in Entgrenzung IT Berater arbeiten meist fern des eigenen Zuhauses und oft mit hoher Arbeitsintensität Sie erbringen wissensintensive Dienstleistungen für andere Unternehmen und stehen dabei im Fokus des Leistungserstellungsprozesses Ihre Fähigkeiten sowie ihr Engagement determinieren die Qualität der Ergebnisse und damit den Unternehmenserfolg Vor dem Hintergrund der demografischen Entwicklung und des zu beobachtenden Wertewandels gewinnt das Thema Mitarbeiterbindung daher auch für Unternehmen der IT Beratung immer mehr an Bedeutung Organisationales Commitment geht dabei aber über den Aspekt der reinen Bindung durch Anreizsysteme hinaus Es gilt auch als Dimension nicht struktureller Führung das Verhalten und die Handlungen der Mitarbeiter in den IT Projekten auf die Unternehmensziele auszurichten Dieses Buch zeigt auf wie wichtig Commitment dabei gerade für IT Beratungsunternehmen ist Dazu werden nach einem theoretischen Zugang zum Konstrukt des organisationalen Commitments und der Beschreibung dieser besonderen Branche die Vorteile hohen Commitments aufgezeigt und handlungspraktische Empfehlungen für die Ebenen Organisation Führung und Projekt Tätigkeit speziell für Beratungsunternehmen erarbeitet

Gesundheitsmanagement für Unternehmensberatungen Thorsten Mock, 2017-04-25 Ziel der Arbeit ist die Entwicklung und Validierung des wertorientierten Modells für das strategische Gesundheitsmanagement in Beratungsunternehmen WOGEM Modell um die Zusammenhänge zwischen der gesundheitlichen Konstitution von Unternehmensberaterinnen und -beratern und deren Wertschöpfung zu untersuchen Besonderer Fokus liegt auf der Evaluierung der sportlichen Aktivität als zentrale gesundheitsfördernde Ressource und auf der Prüfung des erforderlichen Sportpensums zur Erzielung gesundheitsfördernder Effekte Es gelingt dem Autor das Modell grundsätzlich zu bestätigen und ein Rahmenkonzept für die Integration des Gesundheitsmanagements in die strategische Unternehmenssteuerung zu entwickeln

Mehr als Mitarbeiterbindung - Organisationales Commitment in der IT-Beratung: Theoretische Grundlagen, Handlungsfelder und Ansatzpunkte Christine Sayegh, 2015-10-01 IT Beratung ist häufig vor allem eine Arbeit in Entgrenzung IT Berater arbeiten meist fern des eigenen Zuhauses und oft mit hoher Arbeitsintensität Sie erbringen wissensintensive Dienstleistungen für andere Unternehmen und stehen dabei im Fokus des Leistungserstellungsprozesses Ihre Fähigkeiten sowie ihr Engagement determinieren die Qualität der Ergebnisse und damit den Unternehmenserfolg Vor dem Hintergrund der demografischen Entwicklung und des zu beobachtenden Wertewandels gewinnt das Thema Mitarbeiterbindung daher auch für Unternehmen der IT Beratung immer mehr an Bedeutung Organisationales Commitment geht dabei aber über den Aspekt der reinen Bindung durch Anreizsysteme hinaus Es gilt auch als Dimension nicht struktureller Führung das Verhalten und die Handlungen der Mitarbeiter in den IT Projekten auf die Unternehmensziele auszurichten Dieses Buch zeigt auf wie wichtig Commitment dabei gerade für IT Beratungsunternehmen

ist Dazu werden nach einem theoretischen Zugang zum Konstrukt des organisationalen Commitments und der Beschreibung dieser besonderen Branche die Vorteile hohen Commitments aufgezeigt und handlungspraktische Empfehlungen für die Ebenen Organisation Führung und Projektarbeit speziell für Beratungsunternehmen erarbeitet

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