



Angelina Krüger

Mitarbeiterzufriedenheit als Erfolgsfaktor in der Sozialwirtschaft

Empirische Untersuchung eines anerkannten
Trägers der freien Jugendhilfe im Land
Brandenburg

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Mitarbeiterzufriedenheit Als Erfolgsfaktor Sozialwirtschaft Untersuchung

Michael Reil



Mitarbeiterzufriedenheit Als Erfolgsfaktor Sozialwirtschaft Untersuchung:

Führungsstil und Arbeitszufriedenheit Michael Reil, 2025-11-11 Masterarbeit aus dem Jahr 2025 im Fachbereich Führung und Personal Sonstiges Note 1 Hochschule Burgenland Sprache Deutsch Abstract Mangelnde Arbeitszufriedenheit stellt für die bayerische Sozialwirtschaft trotz stinnstiftender Tätigkeit ein zentrales Problem dar. Forschungsergebnisse deuten darauf hin, dass insbesondere die Qualität von Führung entscheidenden Einfluss auf die Zufriedenheit der Mitarbeitenden hat. Vor diesem Hintergrund untersucht die vorliegende Fallstudie den Zusammenhang zwischen Führungsstil und Arbeitszufriedenheit in diesem Sektor. Theoretisch stützt sich die Untersuchung auf klassische Führungsstilansätze u.a. von Lewin oder Blake. Job Satisfaction Survey (N=958) Beschäftigte der bayerischen Sozialwirtschaft befragt. Die Datenauswertung erfolgte durch Korrelationsanalysen nach Pearson, Regressionsanalysen sowie mit t-Tests und einfaktorielle ANOVAs. Die Ergebnisse zeigen, dass insbesondere der transformationale Führungsstil einen signifikant positiven Einfluss auf die Arbeitszufriedenheit ausübt und damit als bedeutendster Prädiktor gilt. Transaktionale und laissez faire orientierte Führung wirken dagegen negativ. Geschlechterspezifische Unterschiede zeigen sich lediglich in einzelnen Facetten der Arbeitszufriedenheit mit geringen Effektstärken. Während zwischen Alterskohorten keine signifikanten Differenzen festgestellt wurden, die Befunde unterstreichen die Relevanz von beziehungs- und sinnorientierter Führung für die Sicherung von Zufriedenheit und Bindung der Beschäftigten in der Sozialwirtschaft. Daraus ergeben sich praxisrelevante Implikationen für die gezielte Qualifizierung von Führungskräften insbesondere im Hinblick auf die Entwicklung und Förderung transformationaler Kompetenzen. Mitarbeiterzufriedenheit als strategischer Erfolgsfaktor für die Kundenbindung im mittelständischen Einzelhandel Betriebswirtschaftliche Beratungsstelle für den Einzelhandel, 1998

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