



Mitarbeitermotivation im Öffentlichen Dienst (German Edition)

Meike Jung

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Diplomarbeit aus dem Jahr 2005 im Fachbereich BWL - Personal und Organisation, Note: 1,3, Verwaltungs- und Wirtschafts-Akademie Wiesbaden e.V., 12 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: In meiner Diplomarbeit werde ich auf verschiedene Punkte zur Förderung der Mitarbeitermotivation eingehen. Am Anfang erkläre ich die Begriffe Bedürfnis, Motiv und Motivation. Dann stelle ich drei Motivationstheorien dar: Die X-Y-Theorie von McGregor, die Maslow Bedürfnispyramide und die Zwei-Faktoren-Theorie von Herzberg. Die Kritiken dazu habe ich auch dargelegt. Insbesondere im öffentlichen Sektor wird aufgrund besorgniserregender Frustrations- und Resignationstendenzen (bis hin zur inneren Kündigung) über Wege zur Mitarbeiterpartizipation und Leistungsmotivation nachgedacht. Dies soll alles mittels einer zielgerichteten Befragung von Angestellten und Beamten eine praxisorientierte, kritische Beurteilung aus Sicht der Betroffenen ermittelt werden. Die Ergebnisse der Befragung und der theoretischen Ausarbeitung sollen dem Land Hessen zeigen, ob die Motivation der Mitarbeiter immer noch überwiegt, obwohl es einige Veränderungen in der letzten Zeit gegeben hat.

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