



Cornelia Knoch

Professionalisierung von Personalentwicklung

Theorie und Praxis für Schulen
und Non-Profit-Organisationen



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Professionalisierung Von Personalentwicklung Theorie Non Profit Organisationen

**Stefan Pohlmann, Gabriele
Vierzigmann, Thomas Doyé**



Professionalisierung Von Personalentwicklung Theorie Non Profit Organisationen:

Professionalisierung von Personalentwicklung Cornelia Knoch, 2016-01-06 Das Buch liefert eine Grundlage die Verschiedenartigkeit der theoretischen Verständnisse und praktischen Gestaltungen von Personalentwicklung einzuordnen und Transparenz über die Zugänge zur Personalentwicklung mit den im Hintergrund liegenden Menschenbildern herzustellen. Damit das gelingt verknüpft das Buch Impulse und Erkenntnisse aus der Wissenschaft mit realen Fallbeispielen aus dem Kontext von Schule und von Non Profit Personalentwicklung steht und fällt mit den Personen die sich in diesem Thema berufen fühlen und die die Ausgestaltung von Personalentwicklung in einer Organisation verantworten. Zur Unterstützung der Entwicklung der Mitarbeitenden stellt das Buch ein Diagnoseinstrument für die tägliche Führungsarbeit zur Verfügung das zum Aufbau eines praktisch relevanten Konzepts von Personalentwicklung beiträgt. Dieses Konzept das sich an Ausgestaltungsgraden von Personalentwicklung orientiert versteht sich als interaktiver Reflexions- und Referenzrahmen von Personalentwicklung in einer Organisation und für die tägliche Führungsarbeit. *Personalentwicklung in Sozialunternehmen*

Brigitta Nöbauer, 2019-12-06 Moderne Personalentwicklung Zukunftspotenzial für Unternehmen der Gesundheits- und Sozialwirtschaft. Statt Bildungsprogramme zu verwalten muss Personalentwicklung in der Organisation aktiv bei der Umsetzung der Ziele und Herausforderungen unterstützen. Dazu braucht es ein solides Repertoire an Instrumenten und Maßnahmen die Nähe zum Kerngeschäft und ein Verständnis für die eigene Rolle sowie für die Möglichkeiten sich in der Organisation einzubringen. Entsprechend ist das Fachbuch Personalentwicklung in Sozialunternehmen aufgebaut. In Teil 1 Personalentwicklung in der Sozialwirtschaft werden die Besonderheiten von Personalentwicklung in sozialen Organisationen beschrieben und daraus wesentliche Eckpunkte für Personalentwicklung in dieser Branche abgeleitet. Teil 2 Handlungsfelder der Personalentwicklung entlang des betrieblichen Lebenszyklus beschreibt die einzelnen Aufgabenbereiche der Personalentwicklung von der Integration neuer Mitarbeitender bis zur Begleitung beim Übergang in den Ruhestand. Dazu werden entsprechende zeitgemäße Instrumente beschrieben. Teil 3 Strategische Aspekte und Perspektiven ist zum einen der Entwicklung und Umsetzung eines strategiegelastigten Gesamtkonzepts gewidmet das die Teilprozesse und Instrumente integriert und an den strategischen Organisationszielen ausrichtet. Zum anderen werden aktuelle Trends wie informelle bzw. digitale Lernformen sowie Kompetenzmanagement erläutert. *Weiter denken durch wissenschaftliche Weiterbildung*

Stefan Pohlmann, Gabriele Vierzigmann, Thomas Doyé, 2016-08-30 Vor dem Hintergrund enormer Anforderungen und großer Erwartungen an Hochschulen in Deutschland skizziert diese Publikation die Ergebnisse aus einer groß angelegten Studie zur akademischen Weiterbildung. Thematisiert werden flexible und kreative Hochschulanpassungen zur Erhaltung von Bildungschancen ohne dabei die traditionellen Kernaufgaben von Forschung und Lehre aus den Augen zu verlieren. Im Vordergrund stehen die Bereiche Anrechnung, Studieneinstieg und Beratung, Modularisierung und Flexibilisierung, Didaktik sowie Qualitätssicherung und Begleitforschung der wissenschaftlichen Weiterbildung. *Professionalisierung im Nonprofit*

Management Andreas Langer, Andreas Schröer, 2010-11-30 Der Band betrachtet Nonprofit Management unter einem professionstheoretischen Blickwinkel konomisierungsdruck und erh hte Koordinationsanforderungen im sozialen Dienstleistungssektor f hren zu einem Bedeutungszuwachs von Management im Nonprofit Sektor Dieser interdisziplin re Band diskutiert empirische Ertr ge und konzeptionelle berlegungen zur Professionalisierung des Nonprofit Managements Welche Formen des professionellen Managements zeichnen sich im Nonprofit Sektor bereits ab Welche Kompetenzen haben und brauchen F hrungs und Leitungskr fte im Nonprofit Sektor in Zukunft Muss Professionalisierung von Nonprofit Management als st ndiger Anpassungsprozess an der Schnittstelle von Organisationsentwicklung Innovation und wertorientierter Bedarfsanpassung rekonstruiert werden *Performance Management in Nonprofit-Organisationen* Markus Gmür, 2013 *Karriere in NGOs* Christiane Frantz, 2015-02-27 Politik als Beruf ist mit dem Ausgang des 20 Jahrhunderts nicht mehr nur in Parteien sondern auch jenseits von Parteien m glich Die Ver nderungen der Politikprozesse im Kontext der Globalisierung hat NGOs Nichtregierungsorganisationen wie amnesty international CARE oder Greenpeace zu politischen global players gemacht In NGOs werden politische Karrieren verwirklicht Der vorliegende Band bietet eine Analyse der Karrierebedingungen in NGOs gibt Auskunft ber die Karrierewege und ber Typen von NGO Politikern Der Band Karriere in NGOs liefert im Resultat eine neue Theorie ber Politik als Beruf jenseits von Parteien und eine Analyse des professionellen politischen Arbeitsmarktes in einer globalisierten Welt Personalarbeit in Organisationen Sozialer Arbeit Andrea Friedrich, 2009-12-01 Die Professionalisierung des Personalmanagements stellt Organisationen der Sozialen Arbeit in vielen Handlungsfeldern ihrer Personalarbeit vor Herausforderungen Die spezifischen Besonderheiten der Sozialen Arbeit lassen Irritationen und Herausforderungen in zweierlei Perspektive entstehen Zum einen ist die Praxis irritiert in Bezug auf die betriebswirtschaftliche Ausrichtung des Personalmanagements zum anderen irritiert die Praxis die Fachdiskussion durch ihre Vielfalt an Ausgestaltungen des Personalmanagements Dieser Band bildet beide Ebenen ab Die fachliche Diskussion des Personalmanagements in der Sozialen Arbeit wird erg nzt durch Praxisbeitr ge von F hrungskr ften aus der Sozialen Arbeit

Personalentwicklung als pädagogische Praxis Ines Sausele-Bayer, 2011-07-13 Welche Rolle kommt p dagogischen Prinzipien bei der Planung und Durchf hrung von Personalentwicklungsma nahmen zu Anhand von Mitarbeitergespr chen in einem Sozial und in einem Wirtschaftsunternehmen werden auf qualitativ empirischem Weg organisationale Muster herausgearbeitet die f r die Umsetzung von individuellen und organisationalen Lern und Entwicklungsprozessen eine lernf rderliche oder lernhinderliche Wirkung haben Zudem wird gezeigt dass F hrungskr fte ber organisationsp dagogische Kompetenzen verf gen m ssen wenn Personalentwicklung gelingen soll **Erfolgreiches Kita-Management** Wolfgang Klug, Jens Kaiser-Kratzmann, 2020-10-05 Gutes Kita Management umfasst Organisation Qualit tsentwicklung F hrung Finanzierung und Personalentwicklung Es gelingt wenn Kita Leitung und Tr ger zusammenarbeiten Um die vorhandenen Mittel m glichst effizient f r die Bildung Erziehung und Betreuung der Kinder zu verwenden sollten wesentliche

Stellschrauben des Managements in den Blick genommen werden. Wie können wir unsere Kita zukunftsfit machen? Wie kann die Organisation in der Einrichtung gestaltet und wie können Arbeitsabläufe optimal abgestimmt werden? Praxisorientiert und leicht verständlich zeigen die Autoren in der aktualisierten 4. Auflage des Buches, wie das Unternehmen Kita gelingen kann.

Besonderheiten der Sportbetriebslehre Heinz-Dieter Horch, Manfred Schubert, Stefan Walzel, 2014-10-07. Der Sport hat sich zu einem Wirtschaftszweig von enormer Bedeutung entwickelt. Mit den parallel hierzu verlaufenden Kommerzialisierungs- und Professionalisierungsprozessen ist auch der Bedarf an entsprechend qualifizierten Arbeitskräften enorm gestiegen. Im Mittelpunkt der akademischen Ausbildung von Sportmanagern bzw. Sportökonominnen steht die Anwendung allgemeiner Erkenntnisse der Wirtschaftswissenschaften auf den Sport. Der Sport weist jedoch eine Vielzahl von Besonderheiten auf, die in den allgemeinen Lehrbüchern der Betriebswirtschaftslehre und des Managements nicht oder nur am Rande behandelt werden. Mit dem vorliegenden Lehrbuch soll diese Lücke geschlossen werden. Es richtet die Besonderheiten von Sport im Hinblick auf das Produkt, die Nachfrage und die institutionellen Arrangements seiner Bereitstellung auf Märkten und durch Organisationen in den Mittelpunkt der Betrachtung und stellt für ausgewählte Bereiche die damit verbundenen Konsequenzen für die Betriebsführung vor.

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