



Innovative Modelle der Arbeitszeitgestaltung (German Edition)

Sven Schmitt, Holger Klose, Hendrik Stier

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Studienarbeit aus dem Jahr 2009 im Fachbereich BWL - Personal und Organisation, Note: 1,3, Fachhochschule Frankfurt am Main , Veranstaltung: Anreizsysteme, Sprache: Deutsch, Abstract: Ein mögliches Element von Anreizsystemen, die in Unternehmen zur Verhaltensbeeinflussung von Mitarbeitern eingesetzt werden, stellen die vielen Möglichkeiten der Arbeitszeitflexibilisierung dar. Die Autoren gehen in der vorliegenden Arbeit kurz auf die Grundlagen von Anreizsystemen ein, um im Anschluss exemplarisch drei Modelle der Arbeitszeitgestaltung hinsichtlich ihrer Eignung als Anreiz zur betrachten. Dabei wurde festgestellt, dass unter diesem Blickwinkel durchaus zu Unterschieden im Einzelfall kommen kann: Vertrauensarbeitszeit und Telearbeit besitzen mehr Potential als Anreiz als etwa die Abrufarbeit, welche überwiegend Vorteile für den Arbeitgeber bietet.

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