

Sven Piechottka

**Management des demografischen Wandels
in der öffentlichen Verwaltung. Eine
qualitative Fallstudie zu altersdiversen
Teams in einem öffentlichen Betrieb**

Bachelorarbeit

Demografischen Öffentlichen Verwaltung Qualitative Altersdiversen

JA Banks



Demografischen Öffentlichen Verwaltung Qualitative Altersdiversen:

Management des demografischen Wandels in der öffentlichen Verwaltung. Eine qualitative Fallstudie zu altersdiversen Teams in einem öffentlichen Betrieb Sven Piechottka, 2015-06-08 Bachelorarbeit aus dem Jahr 2015 im Fachbereich Organisation und Verwaltung Sonstiges Note 2,3 Universität Konstanz Lehrstuhl für Organizational Studies Sprache Deutsch

Abstract Diese Bachelorarbeit untersucht mögliche Kontextfaktoren der Beziehung von Altersdiversität und diverser Outcomes auf der Teamebene. Die untersuchten Rahmenbedingungen sollten zudem eine Aussage über das Problembewusstsein der öffentlichen Verwaltung gegenüber den Auswirkungen des demografischen Wandels ermöglichen. Im Rahmen eines explorativ qualitativen Forschungsdesigns wurden neun Interviews mit Beteiligten an dem Projekt „Alternsgerechtes Arbeiten eines städtischen Eigenbetriebes“ durchgeführt. Im Ergebnis fanden diversitätsfreundliche HR Maßnahmen ein wertschätzendes Klima der Altersdiversität sowie ein TQM/TFL kombinierter Führungsstil in ihrer Rolle als mögliche Kontextfaktoren der Altersdiversität-Performanz-Beziehung. Unterstützt werden schließlich konnte ein alternatives Modell der Aufgabenkomplexität aufgestellt werden. Diese Arbeit geht davon aus, dass anstelle einer Unterscheidung in routinierte und komplexe Aufgaben vielmehr eine Abhängigkeit der Tätigkeiten untereinander eine Rolle spielt. Auf Basis der Befragung muss angenommen werden, dass das Problembewusstsein der Verwaltung zur Demografie noch sehr gering ist.

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