



Gerechtigkeit in Organisationen (German Edition)

Daniel Edler

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Studienarbeit aus dem Jahr 2009 im Fachbereich Psychologie - Sozialpsychologie, Note: 1,0, Katholische Universität Eichstätt-Ingolstadt (Philosophisch - Pädagogische Fakultät), Veranstaltung: Verantwortung, Gerechtigkeit, Werte, Sprache: Deutsch, Abstract: In Zeiten großer wirtschaftlicher Krisen hört man des Öfteren auch öffentliche Kritik an der

Fairness der Organisationen. Dabei geht es hauptsächlich um Gehaltskürzungen oder Kündigungen.

Der Fairness bzw. Gerechtigkeitsbegriff spielt aber nicht nur in schweren Zeiten eine wichtige Rolle in Betrieben und Organisationen, sondern auch im alltäglichen Ablauf. So kann es beispielsweise schon bei der Aufgabenverteilung zu Ungerechtigkeitsempfindungen unter den Mitarbeitern kommen. Auslöser können ganz banale Gründe oder Situationen sein.

Wenn es Ungerechtigkeiten gibt, stellt sich zwangsläufig auch die Frage, was in diesen Situationen gerecht wäre oder zumindest als gerecht empfunden wird und mit welchen Verfahren Gerechtigkeit hergestellt werden kann.

Mit diesen Fragen beschäftigt sich die nachfolgende Hausarbeit. In diesem Zusammenhang werden die Gerechtigkeitsformen nach Adams, die Relationen von Gerechtigkeit und den wichtigsten Variablen der Berufswelt erläutert sowie die Unterscheidung zwischen situativ, kontextuellen und individuellen Faktoren gemacht.

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