



# Maßnahmen zur Optimierung des Transfers (German Edition)

*Michael Neukirch*

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Studienarbeit aus dem Jahr 2004 im Fachbereich BWL - Personal und Organisation, Note: 1,3, Friedrich-Alexander-Universität Erlangen-Nürnberg, 9 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: Im Rahmen dieser Arbeit werden konkrete Maßnahmen zur Optimierung des Transfers während und größtenteils nach der eigentlichen Trainingsmaßnahme aufgezeigt. Dabei werden zunächst kursbezogene Maßnahmen wie zum Beispiel Lernpartnerschaften und Follow-up Veranstaltungen näher diskutiert. Anschließend werden arbeitsumfeldbezogene Maßnahmen wie das Schaffen eines transferförderlichen Organisationsklimas, die komplette Einbeziehung der Arbeitsgruppe sowie die Unterstützung durch den Vorgesetzten erläutert. Teilnehmerbezogene Maßnahmen wie zum Beispiel das Zielsetzungstraining, der Selbstkontrakt und der Transfervertrag sowie das Rückfallvermeidungstraining runden den ersten Teil der Arbeit ab.

Zum Schluss der Arbeit wird eine Studie vorgestellt, die sich explizit mit den Auswirkungen verschiedener Transferfördermaßnahmen auf die tatsächliche Umsetzung am Arbeitsplatz beschäftigt.

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