# Ärger in Organisationen: Eine systemische Strukturanalyse (German Edition)

*Andreas Bergknapp*

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*Andreas Bergknapp*

**Ärger in Organisationen: Eine systemische Strukturanalyse (German Edition)** Andreas Bergknapp
Für ein umfassendes Verständnis von Ärger im Handlungsfeld "Organisation" greift die immer noch dominierende individualpsychologische Sichtweise zu kurz. Durch die Integration von psychologischen, soziologischen und organisationstheoretischen Ansätzen wird in dieser Arbeit ein theoretischer Aussagenzusammenhang entwickelt, der neue Hinsichten auf Ärger-Episoden in Organisationen ermöglicht. Es wird deutlich, dass Ärger nicht länger als eine auf Individuen beschränkte Randerscheinung oder irrationale Störgröße in einem ansonsten rational funktionierenden Kooperationszusammenhang gesehen werden kann. Da Selbstorganisation, wie sie moderne Organisationen anstreben, nicht zuletzt Konfliktmanagement ist, wird Ärgermanagement zu einer nicht zu unterschätzenden Selbstorganisations-Ressource von Teams.

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