



Betriebliches Stressmanagement -Techniken zur Reduzierung von Stress (German Edition)

Tim Hamann

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Studienarbeit aus dem Jahr 2004 im Fachbereich BWL - Personal und Organisation, Fachhochschule Kiel (Fachbereich Wirtschaft), 12 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: In der modernen Arbeitswelt haben psychische Belastungen insbesondere in den letzten Jahren extremen Einzug gehalten. Häufig als so genannte „weiche Faktoren“ bezeichnet, können diese durchaus harte und weit reichende Folgen nach sich ziehen, bis hin zur tatsächlichen körperlichen Erkrankung.¹ Natürlich sind dabei neben den individuellen Konsequenzen des Betroffenen und seines Umfeldes auch gesamtwirtschaftliche Nachteile zu berücksichtigen, die zum Beispiel in einer verringerten Leistungsfähigkeit und damit rückläufigen Produktivität deutlich werden oder einer entsprechend kostenintensive Behandlung.

Vor dem Hintergrund dieser Problematik erscheint es verständlich, dass das moderne Arbeitsschutzrecht den Unfallversicherungsträgern einen erweiterten Präventionsauftrag erteilt z. B. über das Sozialgesetzbuch VII.

Danach sind „neben Arbeitsunfällen und Berufskrankheiten auch arbeitsbedingte Gesundheitsgefahren mit allen geeigneten Mitteln zu verhüten.“² Die Maßnahmen zur menschengerechten Gestaltung der Arbeit werden vom Gesetzgeber explizit definiert als „Maßnahmen des Arbeitsschutzes, die vom Arbeitgeber zu treffen sind. Bei der Gefährdungsbeurteilung und den Maßnahmen des Arbeitsschutzes sind auch psychische Faktoren zu berücksichtigen.“³

¹ Vgl. R. Portunê, M. Rottländer, H. Walgenbach (2003), S.3.

² Ebenda.

³ Ebenda.

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