Abstracts (englisch)

Martin Fischer, Peter Röben

Arbeitsprozeßwissen im chemischen Labor

Die Arbeit von Chemielaboranten im Spannungsfeld von Arbeitserfahrung, Naturwissenschaft und Technik

Work process knowledge in the chemical laboratory

The work of chemical lab technicians in the area of conflict of work experience, natural sciences and technology

Chemical laboratories are under economic pressure to improve efficiency and flexibility. Laboratory Information Management Systems which have been available for chemical laboratories since the 1980s could be a solution. The implied guide lines for implementing these systems is the assumption that work in chemical laboratories can be categorized and guided by rules derived from natural and engineering sciences. Such an assumption, however, disregards the nature of skilled work in the chemical laboratory. This is illustrated in two case studies.
The traditional strength of successful work performance - particularly with regard to critical situations - lies in the work process knowledge of staff members combining:

- work experience concerning special characteristics of measuring instruments and analytic processes;
- the pragmatic use of knowledge from natural sciences and environmental standards;
- company specific experience of how to efficiently plan and combine working tasks within the working day.

This strength is not sufficiently considered within the design of working tools for the chemical laboratory - this is true for measuring instruments as well as for Laboratory Information Management Systems.

Gertrud Kühnlein

“Verbetrieblichung” von Weiterbildung als Zukunftstrend?

Anmerkungen zum Bedeutungswandel von beruflicher Weiterbildung und Konsequenzen für Bildungsforschung

"Verbetrieblichung" of continued education as trend?

Annotations to the change of professional qualification and consequences for education research

For years now, the share of firm-related qualification measures as a part of the entirety of continuing vocational training events has been increasing continuously. This does not only show the firms' and employees' growing interest in „lifelong learning“, but above all it gives an indication of the firms' rising influence on contents and organization of continuing vocational training, as well as - in a complementary way - of the decline of regulation attempts by the state. The „institutionalization of CVT in the firm“ („Verbetrieblichung“ of CVT) thus implies a change of its social relevance as well as a modification of access chances and vocational usability for (potential) participants. Against this background, the paper presents both a discussion of the emerging consequences in educational policy and conclusions with respect to new tasks and a new self-image of educational policy research.

Anke Hanft

Lernen in Netzwerkstrukturen

Tendenzen einer Neupositionierung der betrieblichen und beruflichen Bildung

Learning in network structures

Tendencies of a revised positioning of organizational and professional education

Educational networks have become entrenched in organizational science literature as new structures of inter- and intraorganizational forms of cooperation and knowledge transfer. Bureaucratic and formalistic obstacles which have hindered access to and dissemination of information and knowledge are being dismantled in favor of systems which promote learning and development abilities of the entire organization. These changes denote a general reorientiation of the work of internal and external educational institutions, bringing about far-reaching revisions of classical organizational and professional training concepts, and a change in professional tasks and career paths.

Ursula Ammon, Guido Becke, Gerd Peter

Ökologische Innovationen durch Unternehmenskooperation und Mitarbeiterbeteiligung

Ein erfolgreicher Feldversuch sozialer Simulation in der Automobil- und Automobilzulieferindustrie

Ecological innovations by company cooperation and staff participation

A sucessful attempt of social simulation in motor industry

For 2 years the Social Research Institute in Dortmund (Sozialforschungsstelle Dortmund, sfs) has been carrying out a complex project by order of the Governmental Foundation for Environment (Bundesstiftung Umwelt). This project included questions about innovative material development, its assessment and realization in an industrial network by participating employees, external trade unions and specialized institutes (IKP, IÖW, StAU). The extremely difficult requirement was placed in a social contested field (car supporting industry, chlorine chemistry) by the project initiators (trade union for the metal industry (IGM), trade union for the chemistry, paper and ceramics branche (IGCPK) and the Volkswagen AG (VW)).
Company cooperations were practiced successfully, participation of employees proved to be useful and necessary, system technical methods like product life cycle analysis turned out to be immature. In spite of many conflict lines the project was finished successfully because of a new method use of social simulation. The grade of generalization is still open.

Friedhart Hegner, Ulrich Kramer

Zielvereinbarungen, ergebnisbezogene Informationssysteme und zeitverantwortliche Gruppen

Meilensteine auf dem Weg zur lernenden Organisation

Teamwork, team's measurement systems and management of working time

Milestones on the way to a learning organization

Global competition and dynamic markets make dubious the traditional forms of functional specialization in German firms as well as the conventional techniques of management consulting. Based on the experience of having worked with more than 150 companies, the authors conclude: Strategic Management and Management by Objectives have to be combined with "Kaizen", or CIP, and re-engineering in order to transform corporations into learning organizations. The management of working time is one of the important projects with the aim

of revitalizing German companies struggling with low productivity, falling innovation rates, poor service quality and waste of human resources. To overcome low morale and the adversial relationships between management and workers, the management of working time is combined with new forms of teamwork, both based on clearcut goal orientations and continuous information systems. A multifunctional team's measurement system, telling an organization where it stands in its effort to achieve goals, has to be paralleled by the development of game rules, telling the team members which contributions are needed to do better.