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Nota di contenuto	Editorial; Contents; Part I: Design of Work Systems; Assessment of the Individual Work Organization During a Service Provision; 1 Introduction; 2 Work Analysis: State of Research; 2.1 Conceptual Classification; 2.2 Background: Work Analysis; 3 Method for Evaluating Individual Work Organization; 3.1 Individual Work Organization; 3.2 Assessment of the Individual Work Organization; 3.3 Performance Figures for the Individual Work Organization; 3.3.1 Efficiency of the Individual Work Organization; 3.3.2 Effectiveness of the Individual Work Organization 4 Conception and Implementation of the Software4.1 Software- Framework; 4.2 Software Application; 4.2.1 Dialog Boxes for Interaction; 4.2.2 Software Functions for Data Collection; 4.2.3 Software

Functions for Data Analysis; 5 Field Study; 5.1 Data Sources and Methods of Data Collection; 5.2 Results; 6 Conclusion and Prospect; References; Assessing and Increasing Innovativeness of SMEs in the Context of Their Demographic Development; 1 NovaDemo Joint Project Content and Process Description; 2 Innovativeness Assessment at Individual and Group Level Using the NovaDemo Assessment Tool 2.1 Objective and Theoretical Background of the NovaDemo Assessment Tool 2.2 Structure of the NovaDemo Assessment Tool; 2.3 Trialling the NovaDemo Assessment Tool; 2.4 Results of the NovaDemo Assessment Tool at Individual Level; 2.5 Results of the NovaDemo Assessment Tool at Group Level; 3 Increasing Innovativeness at Individual and Group Level with the NovaDemo Training Programme; 3.1 Objective and Theoretical Background of the NovaDemo Training Programme; 3.2 Structure of the NovaDemo Training Programme; 3.3 Description of the NovaDemo Training Programme Sample 3.4 Evaluation of the NovaDemo Training Programme 4 Summary of the Most Significant Insights of the NovaDemo Joint Project; References; The Quality Culture Inventory (QCI): An Instrument Assessing Quality-Related Aspects of Work; 1 Theoretical Background; 2 The heiQUALITY Cultures Project: Main Objectives; 3 Methodology; 3.1 Systematic Literature Review; 3.2 International Expert Interviews; 3.3 Assessment Model of Quality Culture; 3.4 Quality Culture Inventory (QCI); 3.4.1 Structural-Formal Questionnaire; 3.4.2 Quality Culture Questionnaire; 4 Main Results of the Pilot Study 5 Discussion and Future Prospects References; Team Work and Leadership in an Aging Workforce: Results of an Intervention Project; 1 Introduction; 2 Theoretical Background; 2.1 Age Diversity and Age-Diverse Teams; 2.2 Age-Differentiated Leadership; 2.3 Challenges in the Manufacturing Industry; 3 Objectives of the Project; 4 Methodological Design; 4.1 Procedure, Study Design and Sample; 4.1.1 Objective Job Analysis; 4.1.2 Survey Among Employees and Leaders; 4.1.3 Evaluation Design; 4.1.4 Documentation of Organizational Change; 4.2 Conceptualization of the Training Intervention 5 Selected Results

Sommario/riassunto

These proceedings summarize the best papers in each research area represented at the 2015 Annual Meeting of the German Gesellschaft für Arbeitswissenschaft, held at Karlsruhe Institute of Technology (KIT) from February 26-28. The meeting featured more than 160 presentations and 30 posters reflecting the diversity of subject matter in the field of human and industrial engineering.