



ÖBB

Nächster Halt: Job mit Sinn

FÜR MORGEN

jetzt karriere.oebb.at

ÖBB 9101 1116 199 1

Erfolgsstory Job- und Topsharing: Generationenwechsel gestalten & Vielfalt steigern

Katarina Roder & Veronika Unterlerchner
Head of People Development & Culture

A photograph of three elderly individuals sitting on a light blue couch. On the left is a woman with short grey hair wearing a brown sweater. In the center is a woman wearing a beige headscarf, glasses, and a yellow sweater, who is smiling and pointing at a smartphone held by the man on the right. The man has white hair, wears glasses, and a light green button-down shirt. A large red rectangular overlay is positioned in the foreground, containing the text '40 %' in white.

40 %







**Jobsharing bringt Vielfalt;
Vielfalt füllt
freie Stellen.**





**Job sharing is great,
until you realize you
have to share the
'Employee of the Month'
parking spot...**

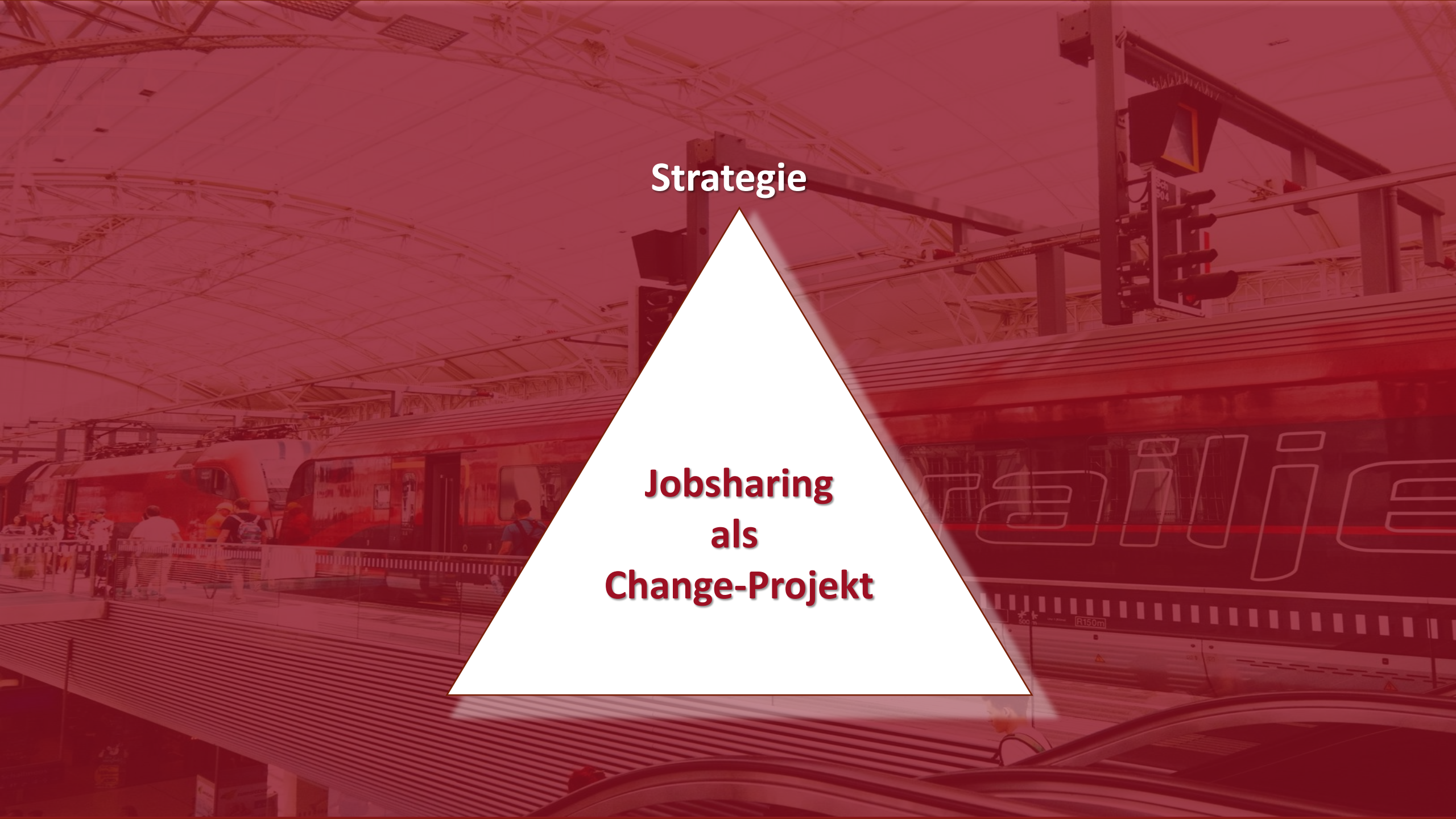
The background of the image is a faded, grayscale photograph of an industrial or construction site. It shows various metal structures, beams, and what appears to be a large building under construction. A semi-transparent red rectangle is centered over the image, containing white text. The text is arranged in four lines, centered horizontally.

Die Ausweitung des
Jobsharing auf alle
Beschäftigten ist von
entscheidender Bedeutung.



Es ist möglich!



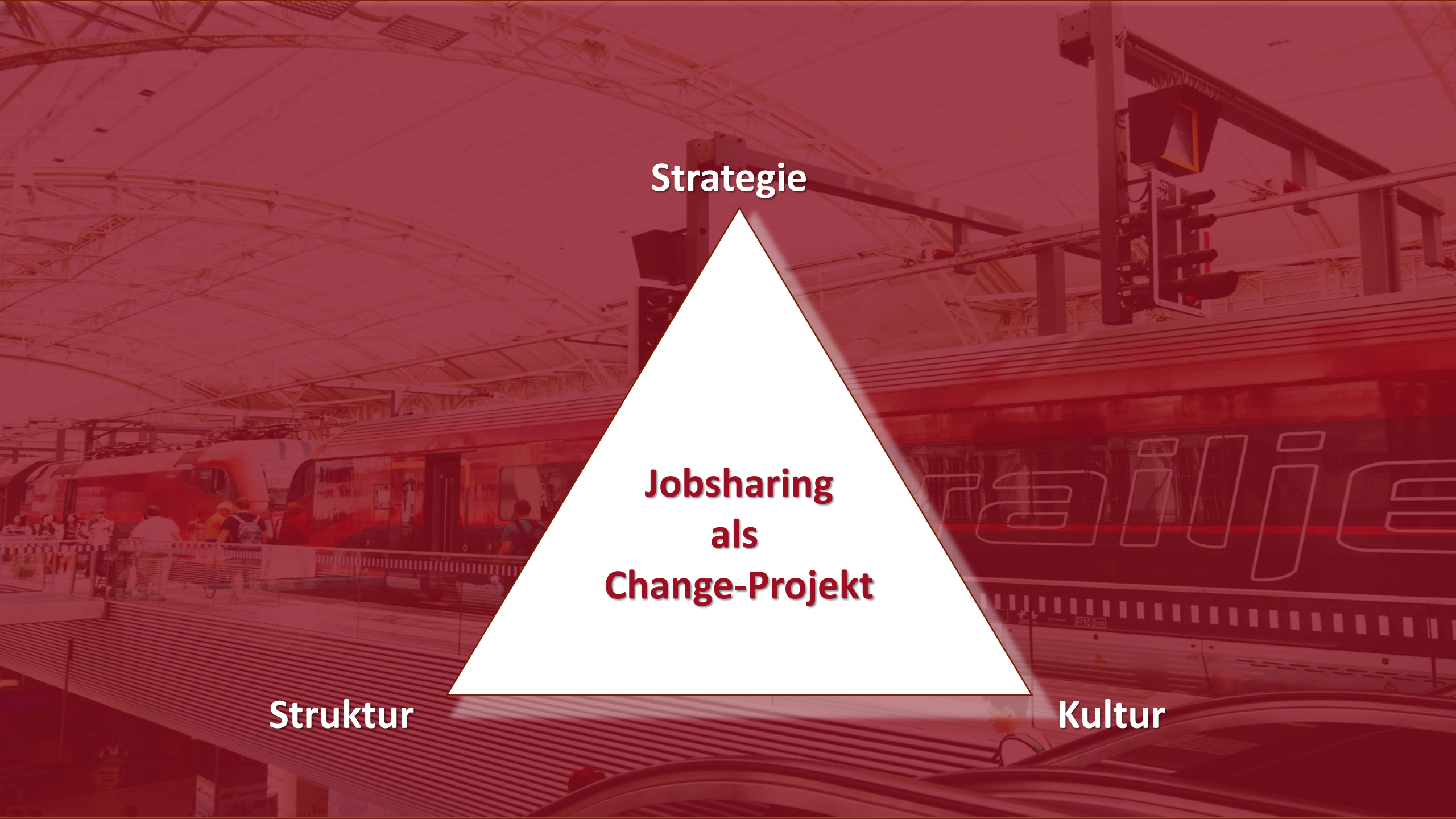


Strategie

**Jobsharing
als
Change-Projekt**

A photograph of three elderly individuals sitting on a light blue couch. On the left is a woman with short grey hair wearing a brown sweater. In the center is a woman wearing a beige headscarf, glasses, and a yellow sweater, who is smiling and pointing at a smartphone held by the man on the right. The man has white hair, wears glasses, and a light green button-down shirt. A large red rectangular overlay is positioned in the foreground, partially obscuring the people, with the text '40 %' written in white on it.

40 %



Strategie

**Jobsharing
als
Change-Projekt**

Struktur

Kultur

Recruiting

Strategie

Retentionmanagement

**Image und
Unternehmensmarke**



Thomas Kreiter • 1.
Leiter Human Resources, ÖBB-Infrastruktur
3 Monate • Bearbeitet •

Doppelt hält besser! Willkommen shared Heads of People Development & Culture! 🙌



👤 Sie und 937 weitere Personen

64 Kommentare • 2 direkt geteilte Beiträge



Miriam Vrab • 1.
Assistant to the Head of HR at ÖBB-Infrastruktur AG
1 Woche • Bearbeitet •

#Rolemodels 🙌 die braucht es unbedingt, um zu zeigen, dass #Jobsharing ein Arbeitszeitmodell der Zukunft ist. **Wien Energie** 🇦🇹 und die **ÖBB** 🇦🇹 nutzen die Vorteile von #Jobsharing jedenfalls schon zu ihrem Vorteil.



👤 Sie und 84 weitere Personen

5 Kommentare • 3 direkt geteilte Beiträge

Recruiting

Kontinuität

und Effizienz

Wissenstransfer und

Qualifikation

entwicklung

**Jobsharing bietet
Arbeitgeber:innen
eindeutig viele Vorteile.**

Retentionmanagement

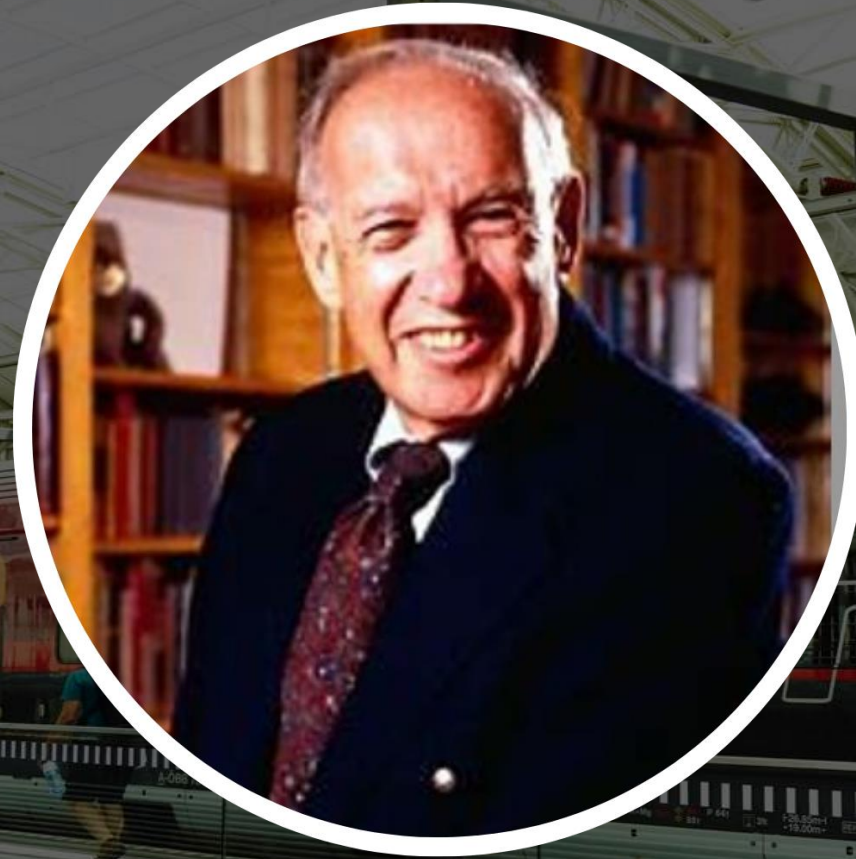
Unternehmensmarke



**Flexibilität ist die
Grundlage für Jobsharing.**



Kultur



„Culture eats strategy for breakfast“
(Peter Drucker)

**Selbstorganisation und
Vertrauenskultur**

**Offenheit für
Diversität**



Kultur

**Mehr Transparenz und
Interdependenz**

Top Job Sharing: Diese Emotionen sind im Spiel



European Journal of Work and Organizational Psychology

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“Fear of losing power corrupts those who wield it”: the combined effects of leader fear of losing power and competitive climate on leader self-serving behavior

Barbara Wisse, Diana Rus, Anita C. Keller & Ed Sleebos

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Beautiful friendship: Social sharing of emotions improves subjective feelings and activates the neural reward circuitry

...ner,^{1,2} Lisa Galli,¹ Björn H. Schott,¹ Andrew Wold,^{1,3} Job van der Schalk,⁴ Antony S. R. Manstead,⁴ and Henrik Walter¹

...in, Department of Psychiatry and Psychotherapy, Division of Mind and Brain Research, 10117 Berlin, Germany, ...ment of Psychology, 48049 Münster, Germany, ³Berlin School of Mind and Brain, 10117 Berlin, Germany, ...psychology, Cardiff CF10 3AT, UK, and ⁵Swiss Center for Affective Sciences, 1202 Geneva, Switzerland

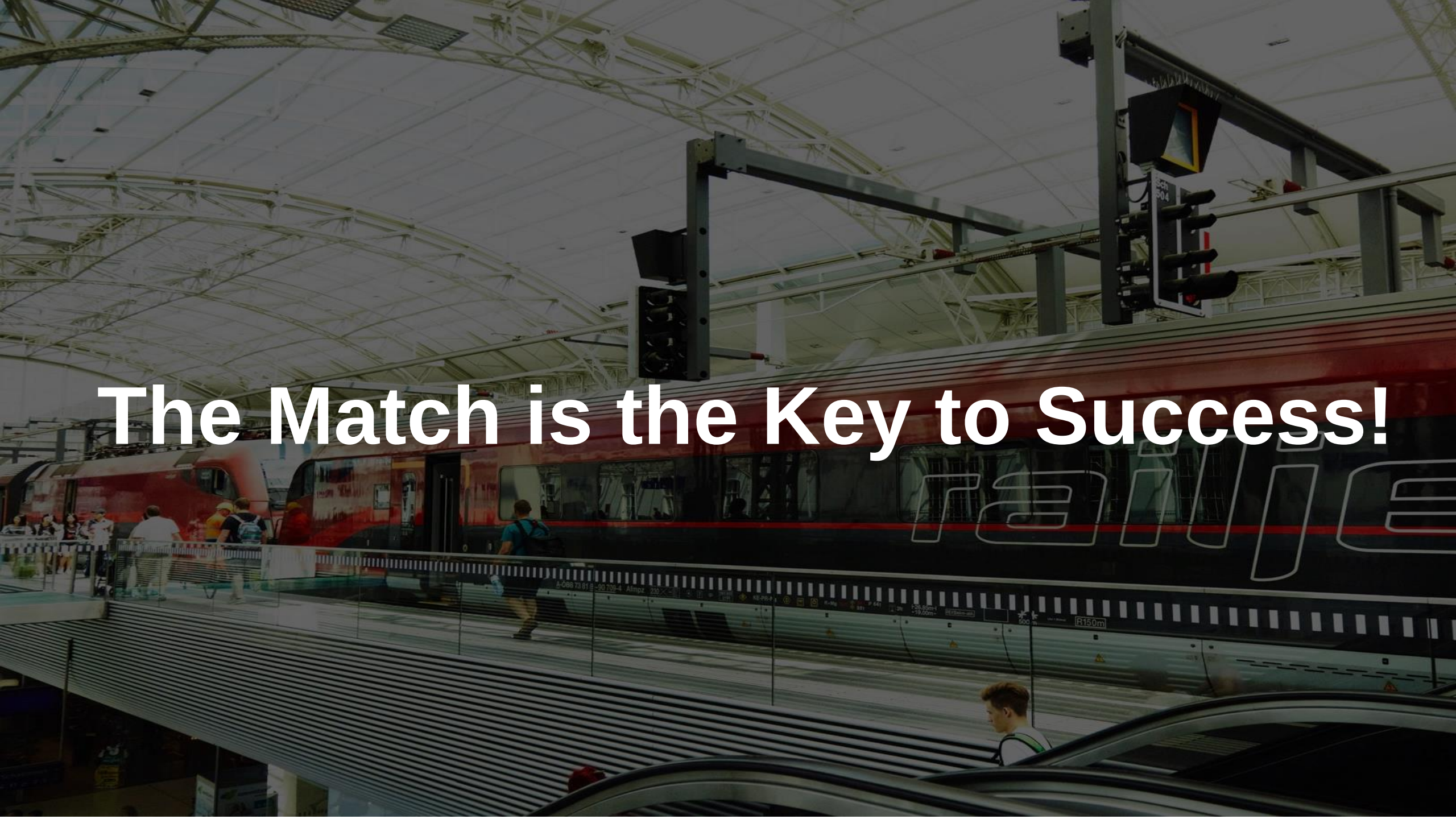
...ate with other people, especially in emotional situations. Here, we suggest that a critical mechanism underlying ...tional experiences is in itself perceived as hedonically positive and thereby contributes to the regulation of ...effect of social sharing of emotions on subjective feelings and neural activity by having pairs of friends view ...tral pictures either alone or with the friend. While the two friends remained physically separated throughout ...tional magnetic resonance imaging and the other performing the task in an adjacent room—they were made ...y were seeing pictures simultaneously with their friend (shared) or alone (unshared). Ratings of subjective ...n participants viewed emotional pictures together than alone, an effect that was accompanied by activity ...bitofrontal cortex, two important components of the reward circuitry. Because these effects occurred without ...en the friends, they point to an important proximate explanation for the basic human motivation to affiliate with ...ons.

...tion regulation; reward; affiliation; fMRI

...most fundamental characteristics of human beings is their social nature. Humans have a strong motivation to form social bonds with conspecifics and to share their experiences with them (Baumeister and Leary, 1995; Rimé, 2009). Evolutionarily, the origin of this basic human ‘need to belong’ has been suggested to originate in the advantage of cooperative over individualistic work performance (Baumeister and Leary, 1995). Even when there is no specific task to perform, people tend to prefer to experience their environment together with peers rather than alone. Particularly in situations of enhanced emotional investment, people seek out the company of others (Baumeister

during the viewing. Do people appreciate the company of others because their mere knowledge of the presence of a peer who shares the same emotional experience is subjectively rewarding?

Here, we tested this idea with subjective ratings and functional magnetic resonance imaging (fMRI) data from participants who viewed emotional pictures while a friend either watched (shared emotional experience) or did not watch (unshared emotional experience) the same stimuli simultaneously. We predicted that socially shared as opposed to unshared emotional experiences would result behaviorally in more positive affective ratings and neurobiologically in a concomitant activation of the dopaminergic reward system in the brain encom-

A photograph of a high-speed train, likely a Shinkansen, stopped at a station platform. The train is red and white with the word 'railie' written in large white letters on its side. The platform has a glass safety barrier and several people are visible. Overhead, there are signal lights and a complex network of white structural beams. The text 'The Match is the Key to Success!' is overlaid in large white font across the middle of the image.

The Match is the Key to Success!

Der Recruiting-Prozess



Komplementär - Fähigkeiten, Erfahrungen und Kompetenzen



Ersetzbar – ähnlich oder ident in Bezug auf Werte und Führungsstil



Interview mit Recruiter



Kognitiver Online- und
Persönlichkeitstest



Konzeptionelle
Vorbereitungsaufgabe



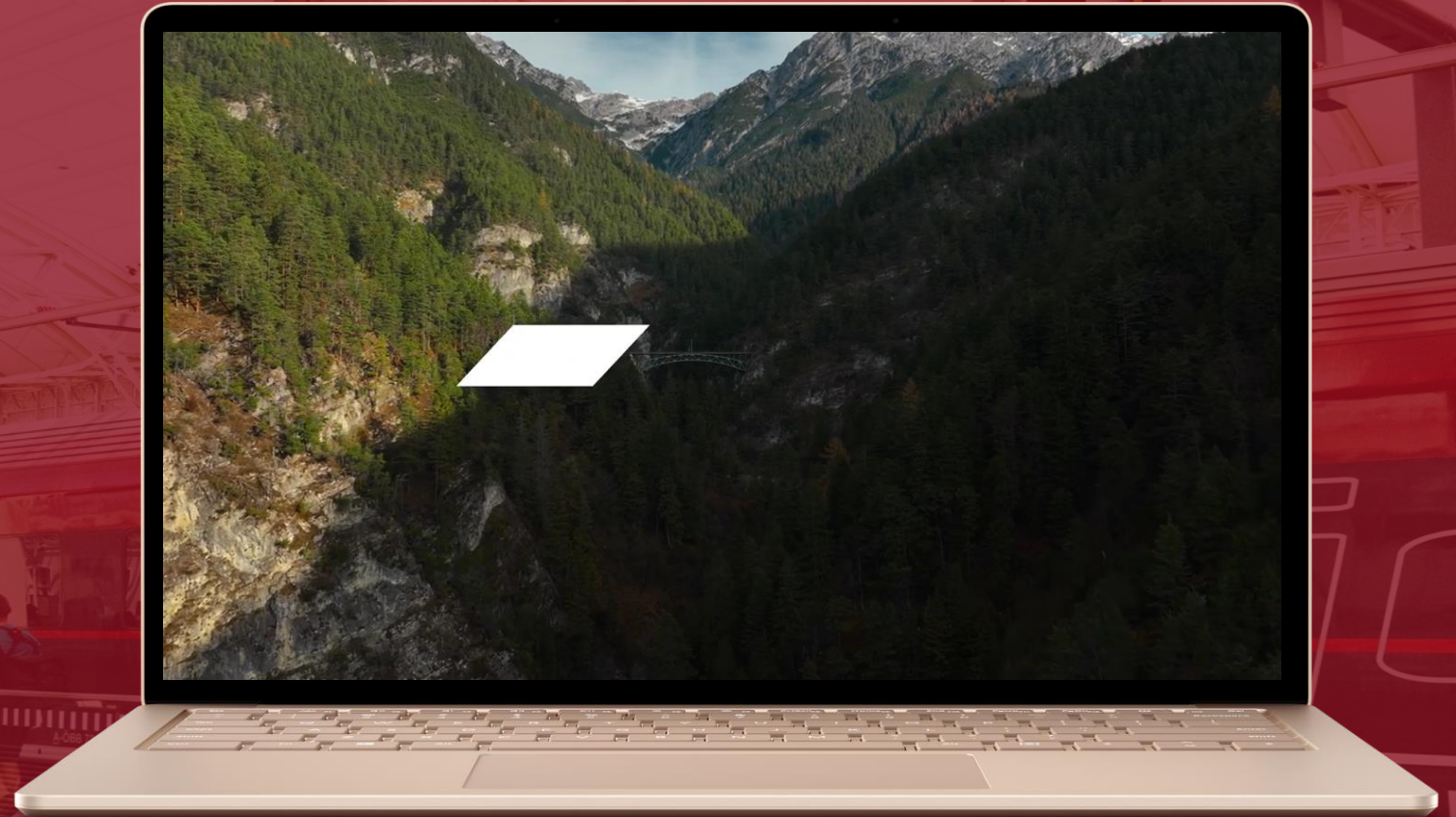
Hearing mit dem
Leadership Team &
Präsentation durch die
Kandidat:innen



Gemeinsame
Aufgabenstellung an
Kandidatenpärchen &
Beobachtung der
Problemlösungsfähigkeiten
vor dem Assessment-Team



**What's
next for
ÖBB?**



A photograph of a modern train station platform. A high-speed train, possibly a TGV, is stopped at the platform. The platform has a glass and steel railing. In the background, there is a large, complex roof structure made of steel beams and glass panels. A person is visible on the platform in the foreground. The overall scene is brightly lit, suggesting daytime.

"Das Ganze ist größer als
die Summe seiner Teile"





Q&A