



Freiheit in der Arbeitswelt: Freedom in the Work Situation (German Edition)

Erich Fromm

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Der Beitrag ‚Freiheit in der Arbeitswelt‘ ist ein eindrucksvolles Beispiel für das gute Gespür, das Erich Fromm für kommende Entwicklungen in Wirtschaft und Gesellschaft hatte, und zwar auch und gerade hinsichtlich der Organisation von Arbeit und der Arbeitenden. „Man entdeckte, dass der glückliche Arbeiter effektiver produziert, und da es das Ziel ist, effektiver zu wirtschaften, schließt man folgerichtig, dass er glücklicher werden soll.“ Die Arbeits- und Organisationspsychologie stürzte sich auf das „Humankapital“, auf Mitbestimmung, Demokratisierung, Profit-Sharing, innerbetriebliche Kommunikation und Zufriedenheitsforschung, mit dem Ziel, die Arbeit zu humanisieren. Doch in Wirklichkeit geht es darum, die Produktivität zu steigern und also den Menschen noch effektiver auszubeuten. Die Folgen sind bekannt: ein immenser Anstieg von berufsbedingten psychischen und psychosomatischen Erkrankungen.

Für Fromm ist „das Problem der Zukunft, Initiative und Aktivität des Menschen wieder herzustellen“. Dies setzt voraus, dass „Arbeit technisch, wirtschaftlich und sozial sinnvoll wird“. Arbeit – auch Erwerbsarbeit – hat der Sinnsuche des Menschen zu dienen. Wo Arbeit letztlich nur als Kostenfaktor gesehen wird, führt sie zur Entfremdung des Menschen von seinen produktiven Eigenkräften.

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