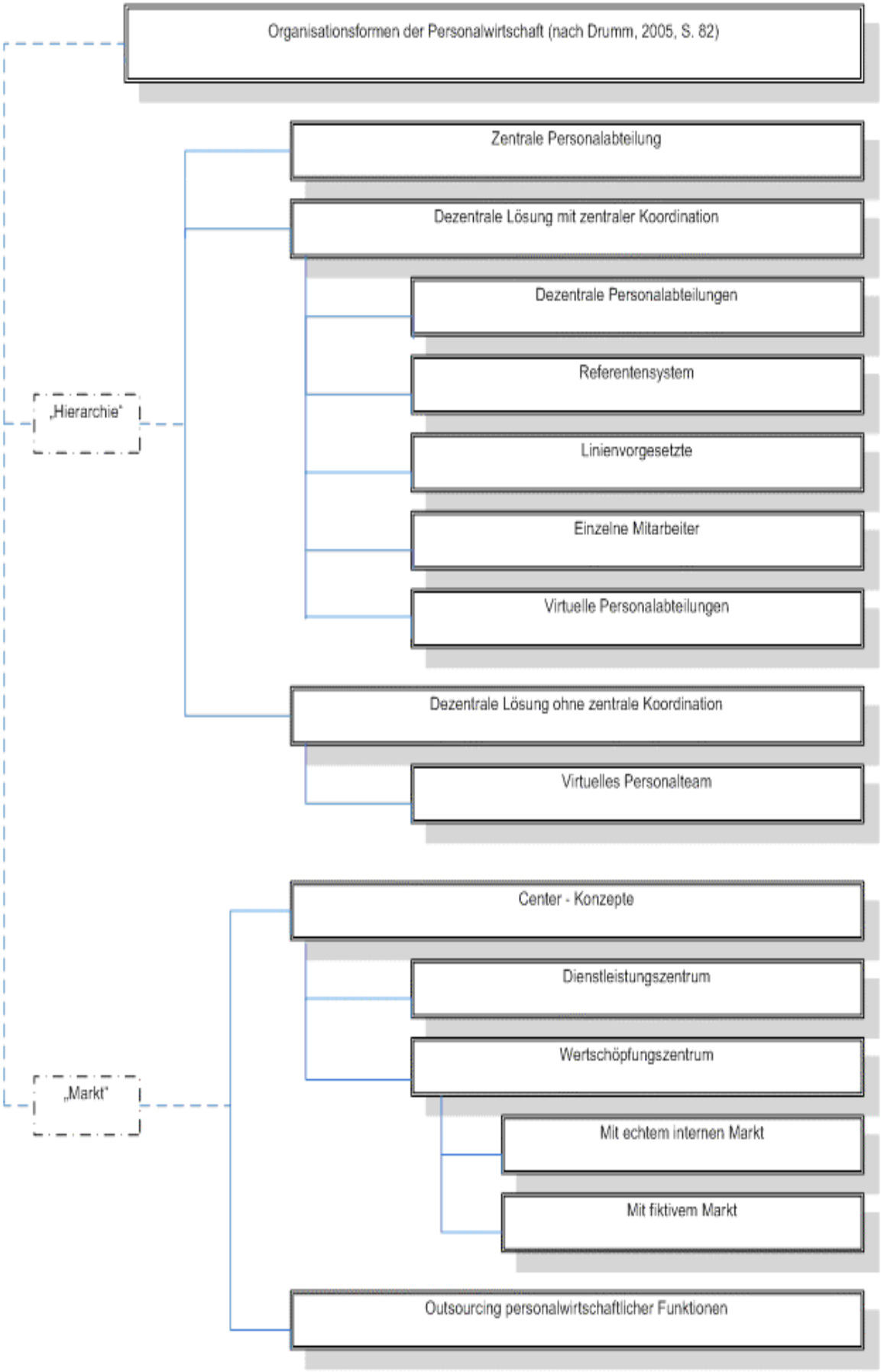Personalwirtschaft: Organisationsvarianten „Hierarchie“ und „Markt“