

Lars Landau

Mitarbeiterbindung in Krankenhäusern

Handlungsempfehlungen für das
Personalmanagement der
Generation Y und Generation Z

Mitarbeiterbindung Krankenh Usern Handlungsempfehlungen Personalmanagement Generation

Lars Landau



Mitarbeiterbindung Krankenhäuser Handlungsempfehlungen Personalmanagement Generation:

Mitarbeiterbindung in Krankenhäusern: Handlungsempfehlungen für das Personalmanagement der Generation Y und Generation Z Lars Landau, 2015-04 Demografischer Wandel und Fachpersonalmangel werden in Deutschland aktuell viel diskutiert. Zum einen werden die Patienten multimorbider und benötigen komplexere Behandlungen. Zum anderen ist zwischen den Krankenhäusern für Ärzte und Pflegekräfte ein War of Talents entfacht. Gerade im Hinblick auf den aktuellen Fachpersonalmangel sollte das Personalmanagement der Krankenhäuser versuchen, Mitarbeiter besser zu binden. Die vorliegende Studie legt den Fokus auf die Generation Y und die Generation Z. Ist die Generation Y schon einige Zeit fester Bestandteil am Arbeitsmarkt, repräsentiert die nächste Generation an potentiellen neuen Mitarbeitern bereits nach dieser sogenannte Generation Z ist mittlerweile schon in Ausbildung immatrikuliert respektive fertig ausgebildet. Die beiden Generationen haben andere Ansprüche an einen Arbeitgeber als die Vorgängergenerationen. Ebenfalls anders sind ihre Wertevorstellungen sowie ihre Erwartungen an das Leben. Sie wollen immer weniger lang bei ein und demselben Unternehmen arbeiten, sie verlangen nach Feedback, lehnen steile Hierarchien ab und haben eine klare Vorstellung von Work-Life-Balance. Das Ziel dieser Arbeit liegt darin, Handlungsempfehlungen für das Personalmanagement der Krankenhäuser zu entwickeln, die der Mitarbeiterbindung für das Fachpersonal des ärztlichen und pflegerischen Bereichs der Generation Y und Generation Z dienen.

The Enigmatic Realm of **Mitarbeiterbindung Krankenh Usern Handlungsempfehlungen Personalmanagement Generation**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing short of extraordinary. Within the captivating pages of **Mitarbeiterbindung Krankenh Usern Handlungsempfehlungen Personalmanagement Generation** a literary masterpiece penned with a renowned author, readers set about a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting effect on the hearts and minds of those that partake in its reading experience.

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