

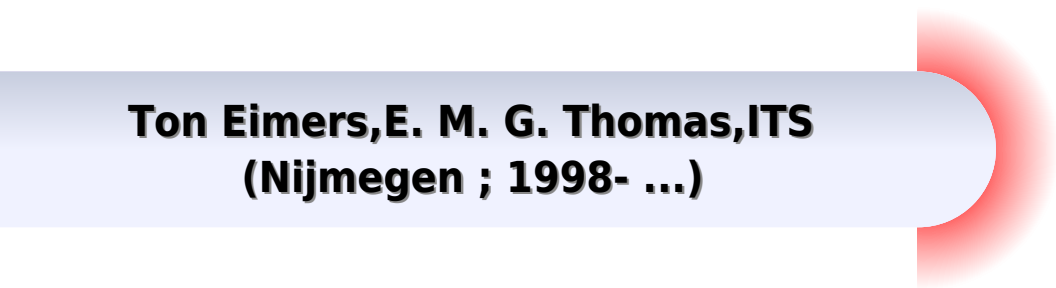
Professionalisering van docenten en de gevolgen voor Organisatie- en personeelsbeleid



- Structuur van onderwijsprocessen verandert
 - meer werken in teams (productiestructuur)
 - Andere wijze van wijze van aansturing (driehoek praktijk, onderzoek, onderwijs)
- Door taakverandering verandert werving, selectie, beoordeling, beloning, loopbanen etc..
- Naast inhoud van HRM verandert ook het HRM-proces: communicatie met, aansturing van docenten, de stijl van leidinggeven.
- Professionals worden zeldzaam. Druk op arbeidsmarkt zal toenemen. Dat vraagt om strategische personeelsplanning.
- Meerdere loopbaanpaden: onderwijs-onderzoek, onderwijs-praktijk (adviesvaardigheden, trainingsvaardigheden), etc
- Nieuwe taken en hogere/andere kwalificaties maakt docentenberoep geen "dead-end-job". Meer uitwisseling met omgeving: flexibiliteit
- Aandacht voor 'talenten' zal onherroepelijk toenemen: talentbeleid. 5

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**Ton Eimers, E. M. G. Thomas, ITS
(Nijmegen ; 1998- ...)**



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