

**Pflege Management kompakt**  
Christian Loffing (Hrsg.)

Christa Büker

# **Dienstplanung leicht gemacht**

Wege zu einer  
erfolgreichen Arbeitsorganisation

# Dienstplanung Leicht Gemacht Erfolgreichen Arbeitsorganisation

**Ying Liu**



## **Dienstplanung Leicht Gemacht Erfolgreichen Arbeitsorganisation:**

**Dienstplanung leicht gemacht** Christa Bükér, 2006-03-30 Die Dienstplangestaltung gehört zu den wichtigsten Aufgaben von Führungskräften in Pflegeeinrichtungen. Damit sie effektiv und effizient erfolgen kann, sind Kenntnisse über rechtliche, gesetzliche und tarifliche Vorschriften, das Bewusstsein für Qualitätssicherung und den Zusammenhang zwischen Arbeitsorganisation und Dienstplangestaltung nötig. In Zeiten zunehmender Flexibilisierung lohnt sich zudem das Nachdenken über neue Arbeitszeitmodelle in der Pflege.

**Prozessoptimierung am Beispiel der Einführung eines neuen selbstverantwortlichen Arbeitsplanungsmodells im Hanse-Klinikum Wismar** Wenke Kruse, 2009 Die Änderungen in den Rahmenbedingungen des Gesundheitswesens zwingen nicht zuletzt auch die deutschen Krankenhäuser zu erheblichen Spar- und Anpassungsmaßnahmen. An dieser Stelle setzt diese Untersuchung an. Es geht darum, durch die Verknüpfung von Prozessoptimierungsmaßnahmen mit neuen Formen der Arbeitszeitorganisation eine Win-Win-Situation für Mitarbeiter, Patienten und Krankenhausleitung zu erreichen. Vor diesem Hintergrund vermittelt das Buch zunächst Grundlagenkenntnisse zur aktuellen Situation des deutschen Gesundheitswesens. Dabei wird zuerst kurz die Geschichte der Krankenhäuser vorgestellt und dann genauer auf die Entwicklung der Krankenhausfinanzierung eingegangen. Danach werden die gestiegenen Patientenanforderungen sowie die demografische Entwicklung als gesellschaftliche Trends betrachtet. Bevor die Autorin sich konkret der Situation im Pflegebereich von Krankenhäusern zuwendet, auf diesen Grundlagen aufbauend, geht sie detailliert auf die theoretischen Rahmenbedingungen der Prozessoptimierung ein und konzentriert sich dabei auf den Begriff des Prozesses. Darüber hinaus werden aber auch das Prozessmanagement sowie die Prozessoptimierung behandelt. Dazu zählen beispielsweise der Übergang von der Funktions- zur Prozessorientierung, die Aufgaben des Prozessmanagements und die Optimierung bzw. Neugestaltung von Prozessen. Insgesamt befasst sich die Untersuchung in sehr gelungener Art und Weise mit einem Themengebiet, das angesichts der aktuellen Situation im Krankenhaussektor besondere Aufmerksamkeit verdient. Folgerichtig wurde das Manuskript auch mit dem Gottlob Frege Sonderpreis 2008 ausgezeichnet.

**Strategische Personalentwicklung** Christian Löffing, 2006 Da der Mitarbeiter das entscheidende Kapital im Unternehmen ist, ist die strategische Personalentwicklung zur Motivation und Bindung der Mitarbeiter unerlässlich. Strukturiert und leicht verständlich vermitteln die Autoren Führungskräften Anleitungen und Informationen, die alle wesentlichen Aufgaben einer zukunftsorientierten Personalentwicklung beinhalten: von der Bedarfsermittlung über die Planung, Durchführung bis hin zur Evaluation. Mit vielen praxisorientierten Tipps und hilfreichen Checklisten.

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