



Betriebliche Gesundheitspolitik Der Weg Zur Gesunden Organisation German Edition

**Graça S. Carvalho, Emily
Darlington, Teresa Vilaça**



Betriebliche Gesundheitspolitik Der Weg Zur Gesunden Organisation German Edition:

Health Promotion in Schools, Universities, Workplaces, and Communities Graça S. Carvalho, Emily Darlington, Teresa Vilaça, 2024-12-17 Health education well being improvement and advocacy are effective health promotion strategies among cutting edge Public Health practices Salutogenic perspectives rooted in ecological models have taken their rightful place to empower individuals and communities to change their life ecosystems and preserve and improve their health It is imperative to shift from targeting protective or risk factors which have linear causal relationships with health conditions and or comorbidities and encompass a systemic understanding of the role of health determinants in creating health Individual collective and structural ecological approaches can better reduce health inequities Moreover engaging the presumed beneficiaries from such strategies ensures that actual needs are identified and choices are context specific It improves the whole implementation process as well as its results Higher levels of participation such as co creation imply a bottom up voluntary collaborative process rooted in values of diversity mutual trust openness autonomy freedom and respect as well as shared expertise responsibility and decision making which are essential values in co creating health promotion **Health Care Utilization in Germany** Christian Janssen, Enno Swart, Thomas von Lengerke, 2013-12-04 It is a societal given borne out by the facts the higher one's social status the better health and the longer life expectancy As the situation persists an important question demands attention namely whether health care systems contribute to the inequity Drawing accurate conclusions requires workable theory reliable data collection instruments and valid analytical methods Using one representative country to typify the industrial world Health Care Utilization in Germany studies its subject in terms of social determinants This singular volume offers systematic guidelines for research into health care access based on an acclaimed behavioral model of care utilization Contributors focus on specific social factors medical conditions and sectors of care to examine why differences exist their implications and how care providers can better match supply with demand And many of the book's topics such as obesity dementia preventive services and immigrant health are of global interest Included in the coverage Updating a classic behavioral model of health care access Insights from qualitative research The problem of repeated surveys how comparable are their results Gender and utilization of health care Care utilization by dementia patients living at home Social determinants of utilization of psychotherapy in Germany A volume certain to spark discussion among researchers across the community the findings and methods in Health Care Utilization in Germany will be analyzed by health psychologists public health professionals and epidemiologists *Betriebliche Gesundheitspolitik* Bernhard Badura, Uta Walter, Thomas Hehlmann, 2010-01-20 Gesundheit ist gemeinsam mit Bildung und Qualifikation zentrale Voraussetzung hoher Leistungsfähigkeit und Leistungsbereitschaft Dies veranlasst eine stetig wachsende Zahl von Unternehmen zur Formulierung einer Betrieblichen Gesundheitspolitik und ihrer Umsetzung mit Hilfe eines systematischen nachhaltig wirksamen Betrieblichen Gesundheitsmanagements Die zweite vollständig überarbeitete Auflage des Buches beschäftigt sich mit den

Herausforderungen und Zielen mit den wissenschaftlichen Grundlagen und Optionen Betrieblicher Gesundheitspolitik Weitere Themen sind Standards und wichtige Einzelthemen des Betrieblichen Gesundheitsmanagements wie z B Mitarbeiterbefragungen und Kennzahlenentwicklung Im Zentrum stehen die Arbeits und Organisationsbedingungen ihre Diagnose und gesundheitsförderliche Gestaltung Zentrale Konzepte sind dabei Förderung Sozialkapital Sinnhaftigkeit und Kontrollierbarkeit der Arbeit sowie Mitarbeiterorientierung *Proceedings of AC 2017 Group of authors, 2017-08-10 International Academic Conference in Prague 2017* **Personalknappheit und nachhaltiges**

Humanressourcenmanagement Sabine Elias-Linde, 2013-02-15 Ein nachhaltiges Humanressourcenmanagement sucht Ursachen und Lösungen für Personalknappheit sowohl in den ressourcenabgebenden Systemen als auch im Unternehmen selbst Es zeigt Lösungswege auf wie Nachhaltigkeit im Personalmanagement verankert werden kann so dass Personalknappheit für das Unternehmen idealerweise gar nicht erst entsteht Im Unterschied zur Personalverwaltung und zum strategischen Personalmanagement strebt ein nachhaltiges Humanressourcenmanagement so viel Effizienz wie nötig bei so viel Nachhaltigkeit wie möglich an Das Buch öffnet den Blick für zukünftige Entwicklungen im Personalbereich

Gesundheitsmanagement in Unternehmen Eberhard Ulich, Marc Wülser, 2017-10-31 In diesem Fachbuch das längst zum erfolgreichen Standardwerk geworden ist beschreiben Eberhard Ulich und Marc Wülser zunächst die durch Fehlbeanspruchungen und Krankheiten entstehenden Kosten und zeigen danach die wesentlichen Bestimmungsmerkmale des betrieblichen Gesundheitsmanagements auf das zunehmend einen wichtigen Wettbewerbsfaktor für Unternehmen darstellt Gesundheitsfördernde und gefördernde Aspekte der Arbeit werden anhand verschiedener arbeitswissenschaftlicher Modelle veranschaulicht geeignete Instrumente und Methoden zur langfristigen Einbettung des Themas Gesundheit in den betrieblichen Alltag werden vorgestellt Beispiele guter Praxis helfen bei der Umsetzung Für die siebte Auflage wurden wiederum neue Forschungsergebnisse berücksichtigt und entsprechende Ergänzungen vorgenommen u a zum Thema Resilienz und zum Stand der Präventionsgesetzgebungen in Deutschland Österreich und der Schweiz Auch das Phänomen des Präzessionsismus findet mit einer Analyse der Gründe und der Beschreibung eines Projekts zur Echtzeiterhebung erneut Beachtung Geistesgegenwärtig pflegen Diakonie Deutschland - Ev. Bundesverband Ev. Werk f. Diakonie u. Entwicklung e.V., Heike Lubatsch, Johannes Stockmeier, Astrid Giebel, 2014-02-25 Dieser Band bündelt die Ergebnisse des Pilot Praxisprojekts der Diakonie Deutschland Evangelischer Bundesverband Er enthält als Herzstück des Projekts das erarbeitete und in der Krankenhaus Altenheim und ambulanten Pflegedienstpraxis erprobte Curriculum sowie die Evaluationsergebnisse der bundesweit in mehreren Städten durchgeführten Schulungen Fachartikel Beiträge zur Organisationsentwicklung sowie Erfahrungsberichte von Pflegenden vermitteln fruchtbare Impulse und Einsichten **Handbuch Human Resource Management** Bernhard Miebach, 2016-11-09 Das Praxishandbuch gibt einen Überblick über die Fragestellungen und praxistauglichen Verfahrensweisen des Human Resource Managements z B Personalakquisition Mitarbeiterentwicklung

Anreizsysteme Kommunikation Führung Aufgabenbeschreibungen Motivation Produktivität und Gesundheitsmanagement Zusätzlich werden bereits erprobte Verfahren als Antwort auf die neuen Herausforderungen aus Internationalisierung Globalisierung Digitalisierung Individualisierung demografischen Wandel und Corporate Governance mit Handlungsleitfäden dargestellt Schließlich stellt dieses Praxishandbuch Methoden und Hilfsmittel zur Gestaltung von Veränderungsprozessen in Organisationen aus der Sicht des Human Resource Managements bereit die auch Coaching als neue Rolle des Personalmanagers und die Fragestellung des Einsatzes externer Berater einbeziehen *Ärztliche Tätigkeit im 21. Jahrhundert - Profession oder Dienstleistung* Sebastian Klink, Martina Kadmon, 2018-06-04 Studierende der Humanmedizin sowie Lehrende finden hier Materialien für einen aktuellen und hochwertigen Unterricht für die Querschnittsbereiche Geschichte Theorie Ethik der Medizin Gesundheitsökonomie Gesundheitssystem öffentliches Gesundheitswesen Berücksichtigt werden sowohl die gültige Approbationsordnung als auch der Nationale Kompetenzorientierte Lernzielkatalog Medizin NKLM Mittels der Leitfragen und Lernziele kann das Buch sowohl für die Vorbereitung von Veranstaltungen als auch für die Formulierung von Prüfungsfragen genutzt werden **UNTERNEHMEN(S)GESUNDHEIT** Ina Jäkel, Gisbert Stein, 2016-11-02 Das vorliegende Buch ist viel mehr als eine wissenschaftlich fundierte Belehrung zu wünschenswerten Führungskompetenzen in einer globalisierten beschleunigten und verdichteten Arbeitswelt in deren Rahmen seit Jahrzehnten eine Zunahme an psychischen Erkrankungen von Mitarbeitern Fakt ist Jäkel und Stein ist es gelungen die einschlägigen Themen zur Prävention von psychischen Erkrankungen auch durch eigene Untersuchungsergebnisse auf den Unternehmenskontext zu beziehen und in Handlungsempfehlungen praxisnah und durch Fallbeispiele veranschaulicht überzeugend zu präsentieren Das Buch bietet zunächst eine hoch informative Zustandsbeschreibung psychischer Belastungsfaktoren sowie einen Überblick über deren Auswirkungen und Folgen für den Einzelnen und die Unternehmen in der modernen Arbeitswelt Um die nötigen Impulse für eine erfolgreiche Prävention psychischer Erkrankungen in Unternehmen wirksam werden zu lassen wird der Stellenwert von Führungskräften zur Sicherung der betrieblichen Arbeits- und Gesundheitsschutzmaßnahmen herausgearbeitet Auf der Basis eigener Untersuchungsergebnisse zeigen die Autoren sehr deutlich dass nicht wenige Führungskräfte die Kommunikation von Arbeits- und Gesundheitsschutzmaßnahmen als lästige Zusatzlast bewerten die das eigentlich operative Geschäft behindern Im Gegensatz dazu sind entsprechende Aufgaben aus Sicht von Jäkel Stein als wichtige Führungsaufgabe anzusehen Eine erfolgreiche Realisierung dieser Aufgaben dient letztlich den einzelnen Mitarbeitern als auch dem Unternehmen als Ganzem Der Umgang mit gesundheitsrelevanten Themen in Unternehmen wird aus gesundheitswissenschaftlicher und kommunikationspsychologischer Perspektive beleuchtet und kritisch diskutiert Handlungsempfehlungen werden u.a. mit dem Ziel aufgezeigt die kommunikative Vermittlung von Gesundheitsthemen mit Lust als ernsthafte Aufgabe in Angriff zu nehmen Dabei sind sowohl die eigenen Haltungen zu reflektieren sprachliche Besonderheiten der Kommunikation zu beachten und Persönlichkeitsbesonderheiten von

Mitarbeitern zu berücksichtigen Dass auch diese Aufgaben wie das operative Geschäft im Kontext der Unternehmensziele und der Unternehmenskultur zu betrachten sind versteht sich für die Autoren von selbst und wird als wesentliche Führungskompetenz an zahlreichen Fallbeispielen veranschaulicht Dass Führungskraft neben ihrer fachlichen Kernkompetenz zunehmend als weitere Kernkompetenz auch ausgewiesene kommunikative Fertigkeiten z B bei der Realisierung ihrer Aufgaben der Betrieblichen Gesundheitsförderung benütigen wird dem Leser des Buches nachdrücklich vor Augen geführt und durch vielfältige praktische Erfahrung besttigt Prof Dr Herbert Bock im Vorwort

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