

Initial situation:

There was a high sickness rate and a high turnover rate in operational nursing. There was great dissatisfaction with the working conditions.

Objective:

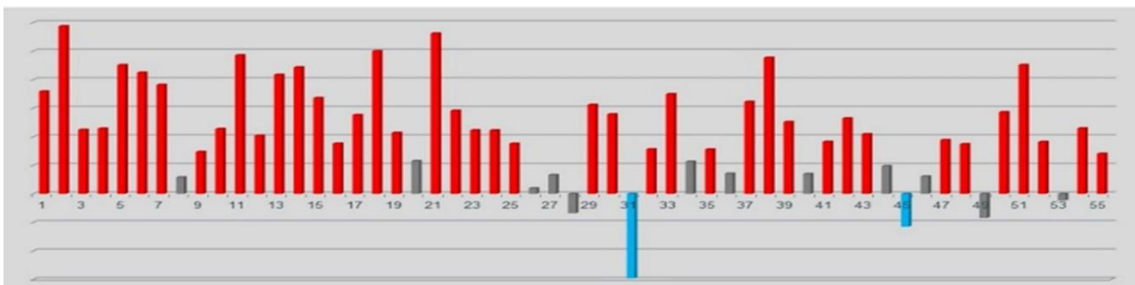
- Identify the causes of emotional and motivational dissatisfaction: What really makes employees dissatisfied?
- Derive concrete measures to increase satisfaction, loyalty and motivation
- Encourage interest in team leader functions

Procedure:

- Invitation to all 110 employees to take part in the LUXX personality profile (full version)
- 108 employees took part and received a personal evaluation interview

Results of the motivation analysis:

- 75% of employees showed agreement on three motives:
 - Curiosity: need for implementation and practical action as well as routines
 - Influence: Need for action based on knowledge and experience, desire for leadership
 - Structure: need for a reliably plannable professional and private life





Fluctuation & motivation analysis in the operative nursing department of a university trauma clinic

The results clearly showed that the majority of employees are happier and more willing to perform with stable, predictable working hours, the use of their knowledge in practice, established routines and processes and stable teams with reliable leadership.

Measures:

Such an unambiguous and clear result was sensationally good for the employer. Clear, targeted measures could be derived to reduce dissatisfaction and increase motivation. All measures that contribute to the desired results have a lasting effect, which also economically noticeable.