

IT-based human resource management in the regional hospital network

Focus: analysis framework conditions, processes, requirements and modelling

Project management: Prof. Dr. Hubertus Franke

Summary: The aim of these projects is to examine whether and to what extent a computer-based personnel management procedure, based on findings from IT logistics, can be effectively and efficiently used in the regional hospital network in order to be able to deploy care professionals in an appropriate and timely manner. How the use of this kind of process can optimise the deployment of care specialists in clinics will be scrutinised. The shortage of skilled workers in the care sector in hospitals, as well as the demographic ageing seen in the region, are issues that require strategies for securing sufficient specialists and for the effective and efficient use of scarce personnel. These are issues which classical "manual" methods cannot resolve. From the national and international sphere, hospitals have become aware of "pool solutions", through which the relevant HR managers can resolve short-term personnel bottlenecks as required. The time required for this is seen as "high", as the eligible care professionals usually need to be contacted by telephone to determine whether they are available for work. Based on scientific evidence and criteria, the project aims to develop an IT-based personnel-management concept, whereby those care staff available for a flexible process of this type will in future be deployed as a sort of "temp agency" within the hospital trust. Only those care staff who have voluntarily opted to form part of this procedure will be included in it. The respective employees can decide in this respect where and when they wish to be deployed, thus creating a flexible instrument of HR deployment for the various hospital management teams.

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