



Human resources work and demographics

Challenge – Objectives – Fields of action

1. Project - Workshop „CHANGE“

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und Organisationsentwicklung

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Potenziale entfalten –
Veränderungen gemeinsam gestalten.



Structure

1. Challenges

2. Field of action: Age-appropriate work structuring
 - age structures
 - working conditions
 - objectives and fields of action
3. Field of action: securing and training specialist staff
 - current situation
 - objectives and fields of action
 - instruments



Challenges

1. Organising work in a way appropriate for age and ageing – ageing with health and competence in employment
2. Securing the required specialists (recruiting and training, integration, promoting loyalty, development, maintaining potential, securing know-how).
3. Managing changed technological and organisational requirements (digitisation, Internet of Things, industry 4.0).

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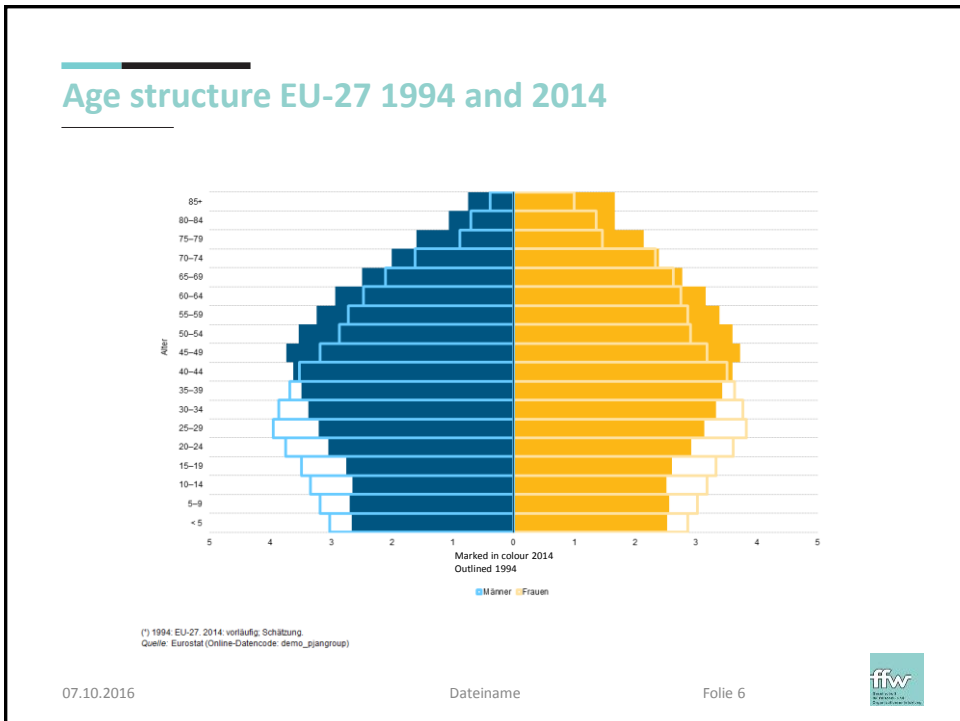
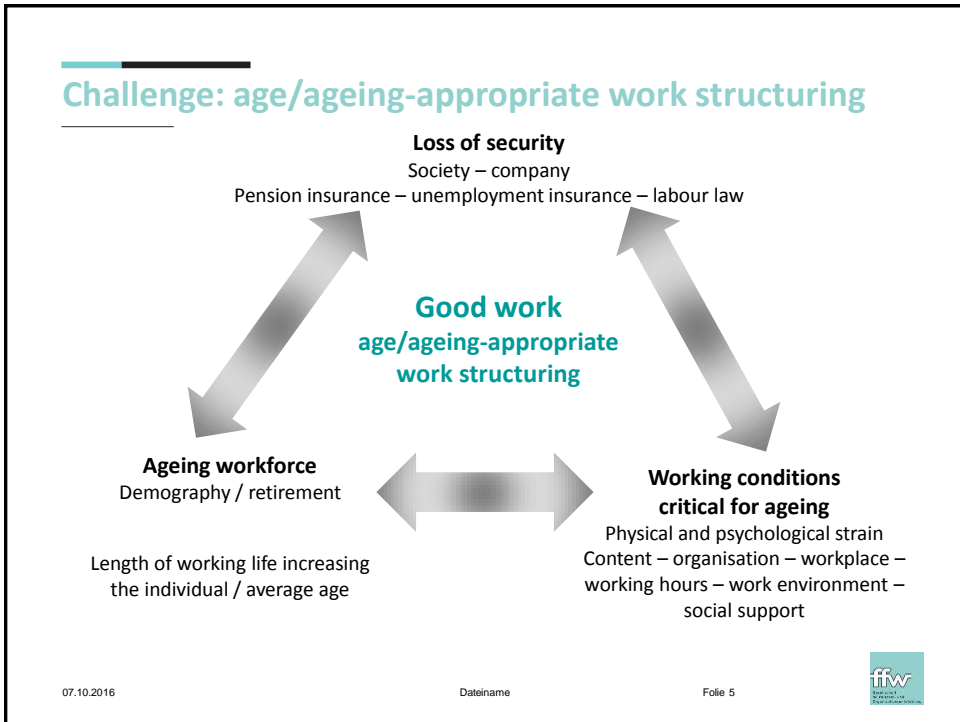
Structure

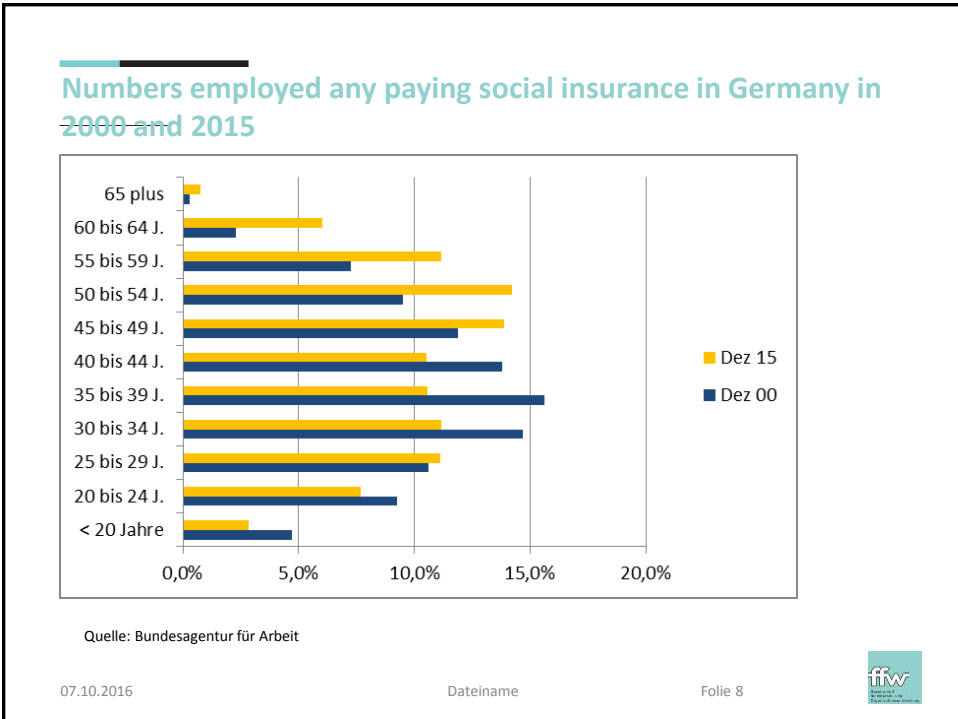
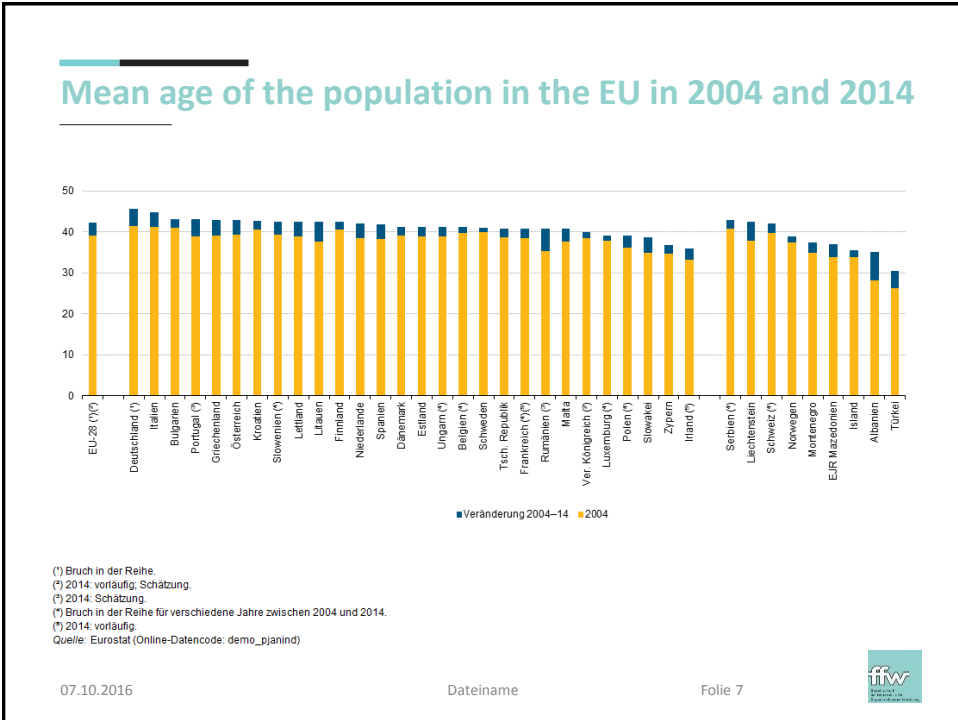
1. Challenges
2. **Field of action:**
Age-appropriate work structuring
 - **age structures**
 - **working conditions**
 - **objectives and fields of action**
3. Field of action: competence management and securing skilled staff

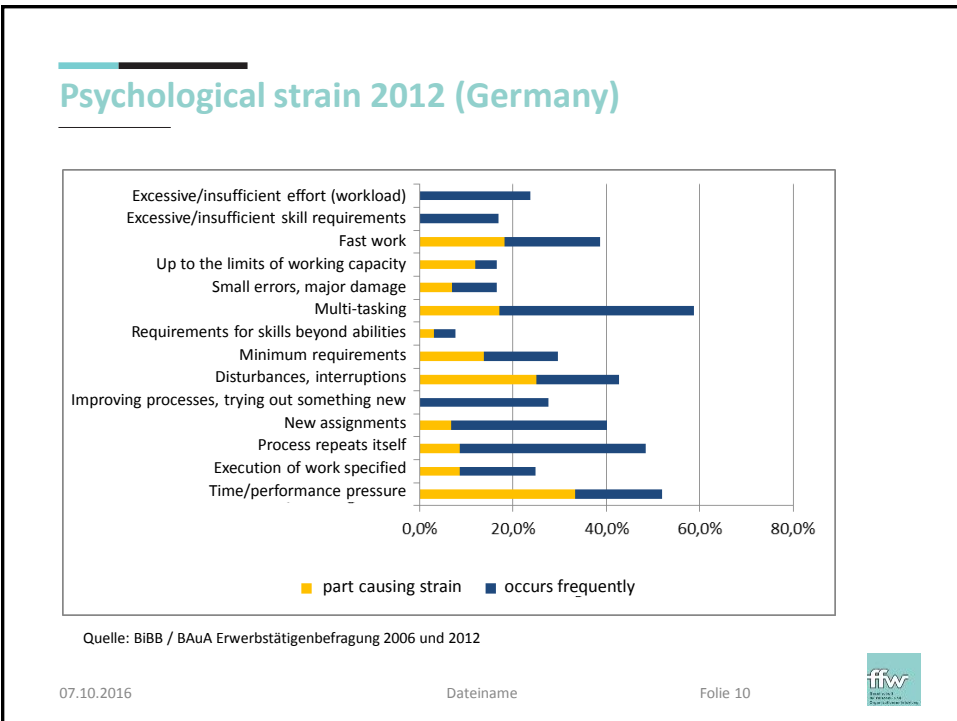
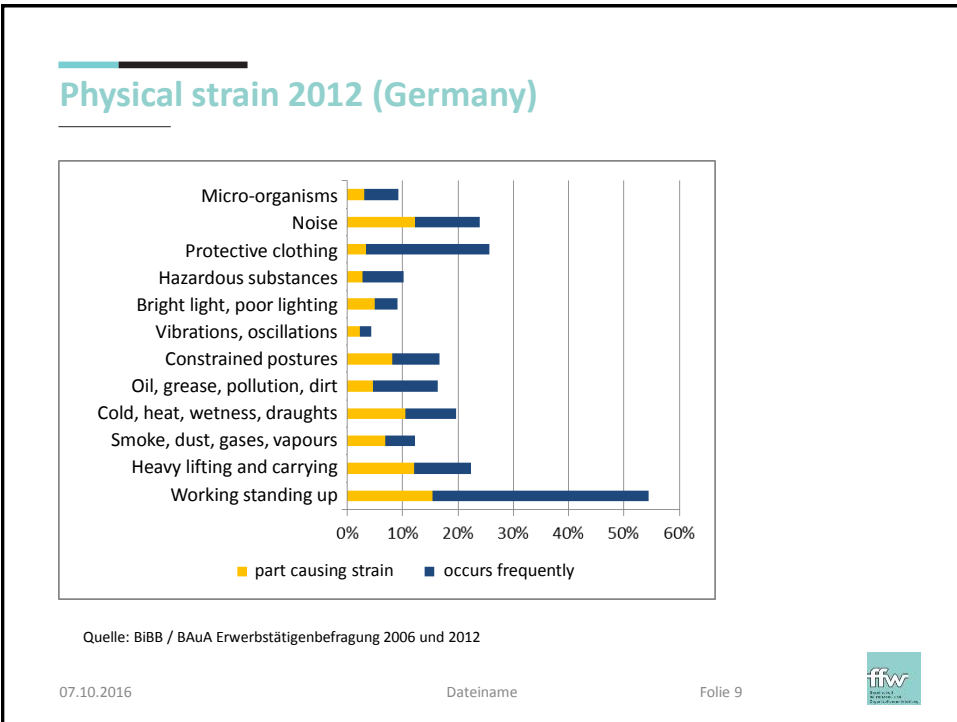
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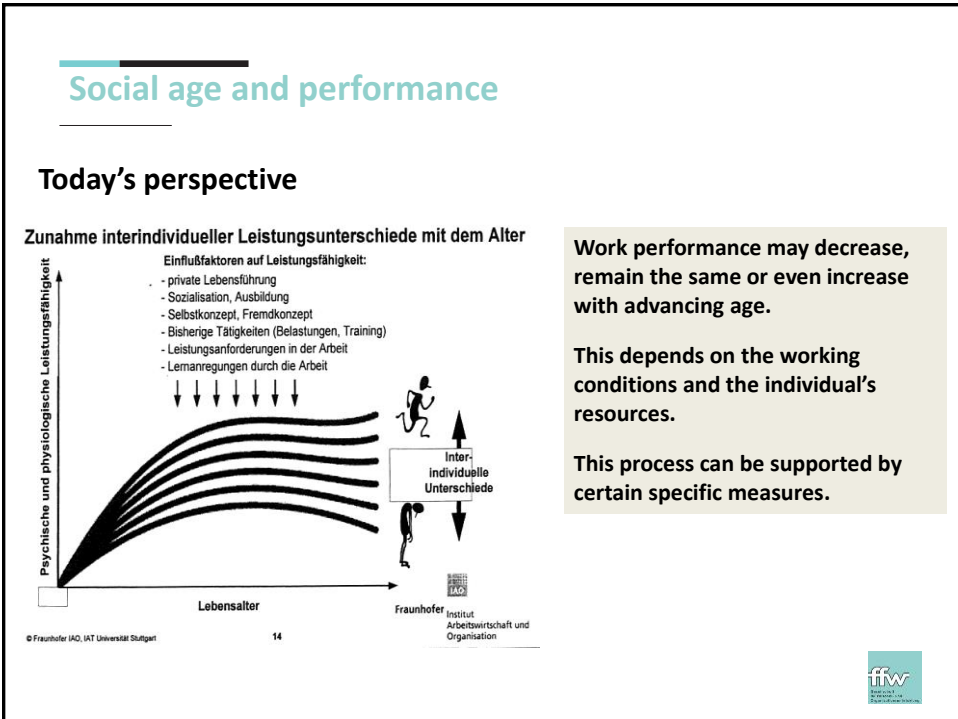
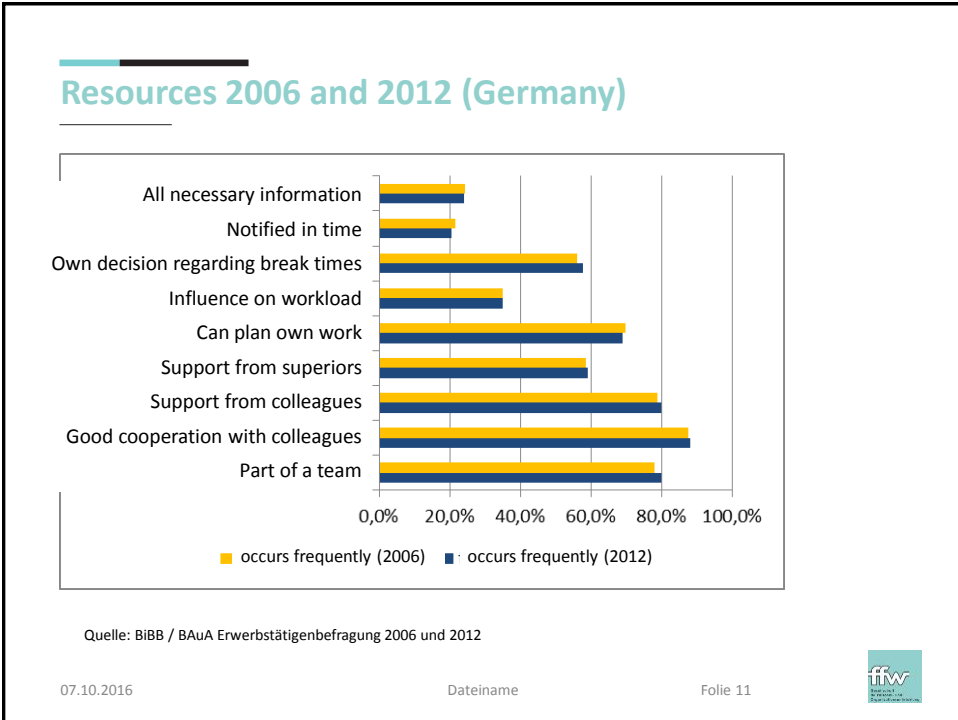
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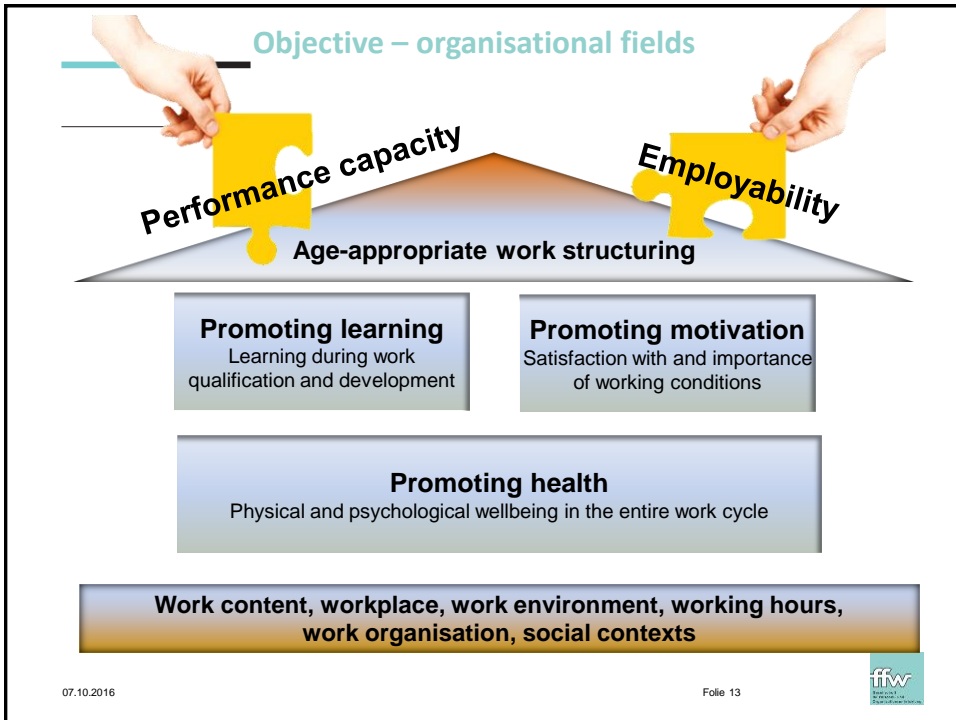












age- appropriate and ageing-appropriate

preventive	Taking account of interests and skills in various life phases Organising development paths	Work structuring permanently promoting health, learning and motivation Good work
remedial	low-demand activities, e.g. for performance-impaired, occupational integration management cases Dealing with impairments	Limited time under severe working conditions Spread of the fault
	Age-appropriate Perspective: individual or age group	Ageing-appropriate View of the organisation

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Organisational goals of age/ageing-appropriate work structuring

Reducing physical and psychological strain and developing personal resources through work structuring promoting learning and health

This requires the design and organisation

- of ergonomic workplaces and the work environment conditions
- of work assignments and work organisation conditions promoting learning and health
- of social contexts reinforcing resources promoting health and personality
- of shift schedules and working hours from the point of view of ergonomic requirements for a more humane organisation of work
- of working and performance conditions that promote sustainable employability and ensure compatibility of working and private life
- special regulations for employees with altered performance and alleviated conditions for employees who have worked many years under burdensome working conditions

Good work

health – competence – job satisfaction - security

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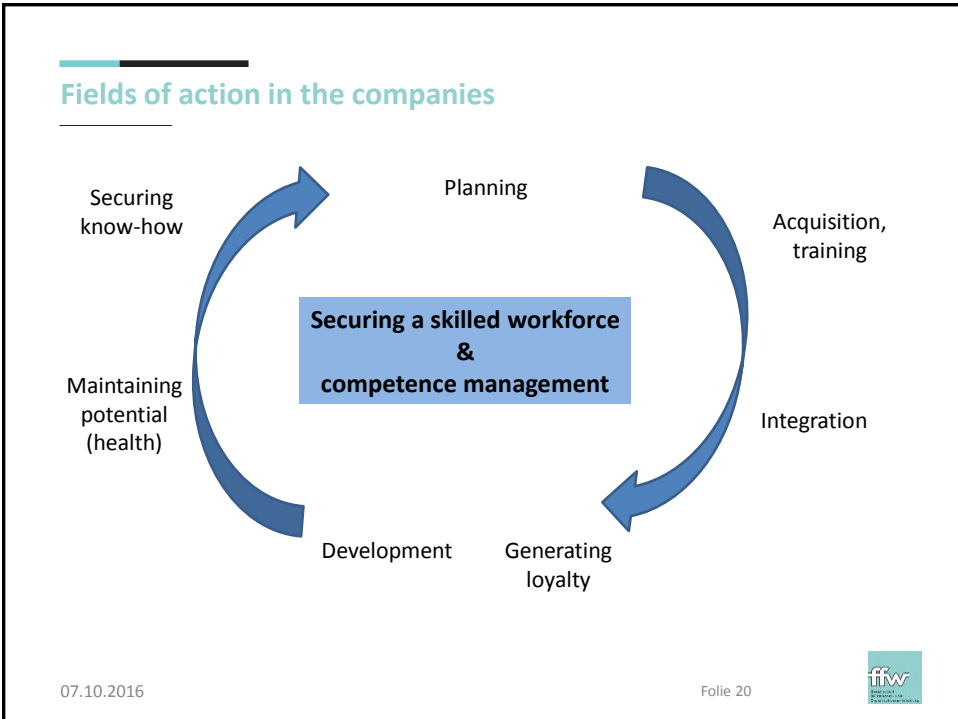
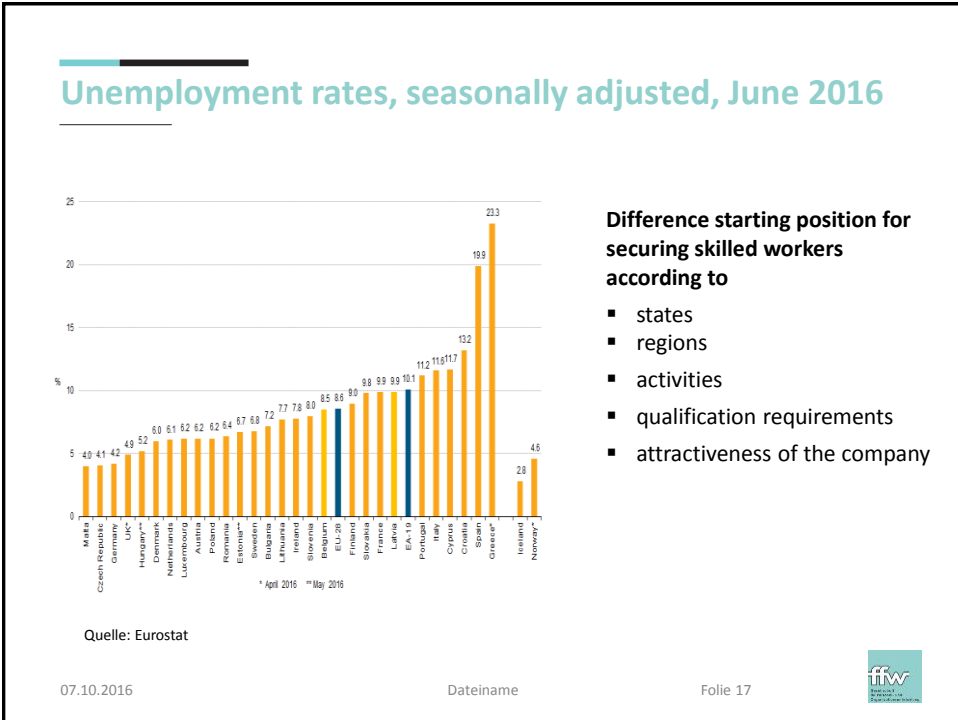
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Securing a skilled workforce and competence management (1)

Field of action	Orientation and measures
Planning	Quantitative: replacement needs (retirement, downtime, fluctuation), staff growth Qualitative: changed job profiles time: when, profile, lead time through training or vocational adjustment
Recruiting	AG-Branding: What distinguishes us? How do we wish to be seen? Own education: vocational training, dual studies, training time Cooperation: with schools, vocational and technical schools and universities, providers of further training, social media Target groups: the unemployed, returnees, migrants, over 30s (2nd chance)
Integration	Thematic, social and cultural initiation (coaching, seminars, staff discussions) close meshed and continuous during the initiation period
Generating loyalty	Developing motivation factors: task design (varied, responsibility, successful management, freedom of action, appreciative feedback culture) maintaining/creating hygiene factors: ergonomics, suitable remuneration, (planning) security, compatibility of career and private life

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Securing a skilled workforce and competence management (2)

Field of action	Orientation and measures
Development	Activity: work assignments promoting learning, qualification development: horizontal (subject) or vertical development paths (promotion) Contexts: qualification, learning culture, training time, development meetings
Maintaining health	Work structuring: ergonomics, work assignment, work organisation, working hours, learning and development, leadership and corporate culture Avoiding work-related "premature ageing" (health, learning, motivation): enhancement, rotation, development paths health-enhancing behaviour: instruction, seminars, contribution to work structuring
Securing know-how	Persons: job-training of new employees, coaching and mentoring Organisation: shared knowledge in the team/company/group through internal seminars, enhancement through information sessions, job-shadowing in other work areas, creating informal spaces Systems: DP-aided information systems, documentation

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Thank you for your attention

Vielen Dank für Ihre Aufmerksamkeit

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