

Abstract

Background

The Dutch labour market is characterized by a extensive diversity. The structure of the Dutch population is changing which increases the diversity to the labour market. There is a increase in the amount of people with a different ethnic background in our country and the expectation is that this increase will remain in the upcoming years. There is a large amount of people with a different ethnic background working in the health care sector. The health care sector is characterized by a higher non attendance then all other professional sectors. Besides a high non attendance percentage a large amount of people with a different ethnic background is working in the health care sector. Is the ethnic background of influence on the high percentage of non attendance?

Aim

The research is intended to do a pronunciation if the ethnic background, the individual opinion and the team opinion are related to the non-attendance behaviour at the WZH locations, WZH Sammerbrug, WZH Transvaal and WZH Zuiderpark. This relation is analysed under the nursing and the care giving teams.

Methods

Through a mixed-methods research there is looked if the ethnic back ground, individual opinion and the team opinion are of influence on the non-attendant behaviour. Hereby both qualitative data as well as quantitative data is used. There is chosen for a theory exploring research. Previous to the expositioning of the questionnaire a pilot was held. By means of this pilot a definitive version of the questionnaire is developed. A quantitative analysis of the questionnaire in confrontation with the testable survey must lead to a assumption about the possible relation between ethnic back ground and non-attendant behaviour within the three locations of WZH. The quantitative analyses has accured by means of SPSS. Hereby several different analysing technics are used.

Results

The difference in ethnic back ground is not of influence on the non-attendance frequency in the nursing and the care giving teams within WZH Sammersbrug, Transvaal and Zuiderpark. The ethnic background is not demonstrable of influence on the individual opinion chaping of employees of the three locations of WZH. Possible because they don't feel like some one with a different ethnic background, but a autochthon.