

Cultivation of Long-Term Care Talents: Long-term Care Competency and Cultivating System of Yungshin Social Welfare Foundation

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Abstract

This article aims at explaining the long-term care competency and cultivating system of Yungshin Social Welfare Foundation. The human resources strategy of this institution include two items: the first is self-discipline and mutual dependence of inner group, and the second is the deep cultivation of outer social community networks. The building of inner group solidarity includes five items: work procedure, compensation system, employee rights and supporting systems, cultivation system, and job rotation. Finally, withdrawal mechanism is also a key mechanism for institution development.

Keywords: Long-Term Carer Talents, Inner Group Solidarity, Withdrawal Mechanis