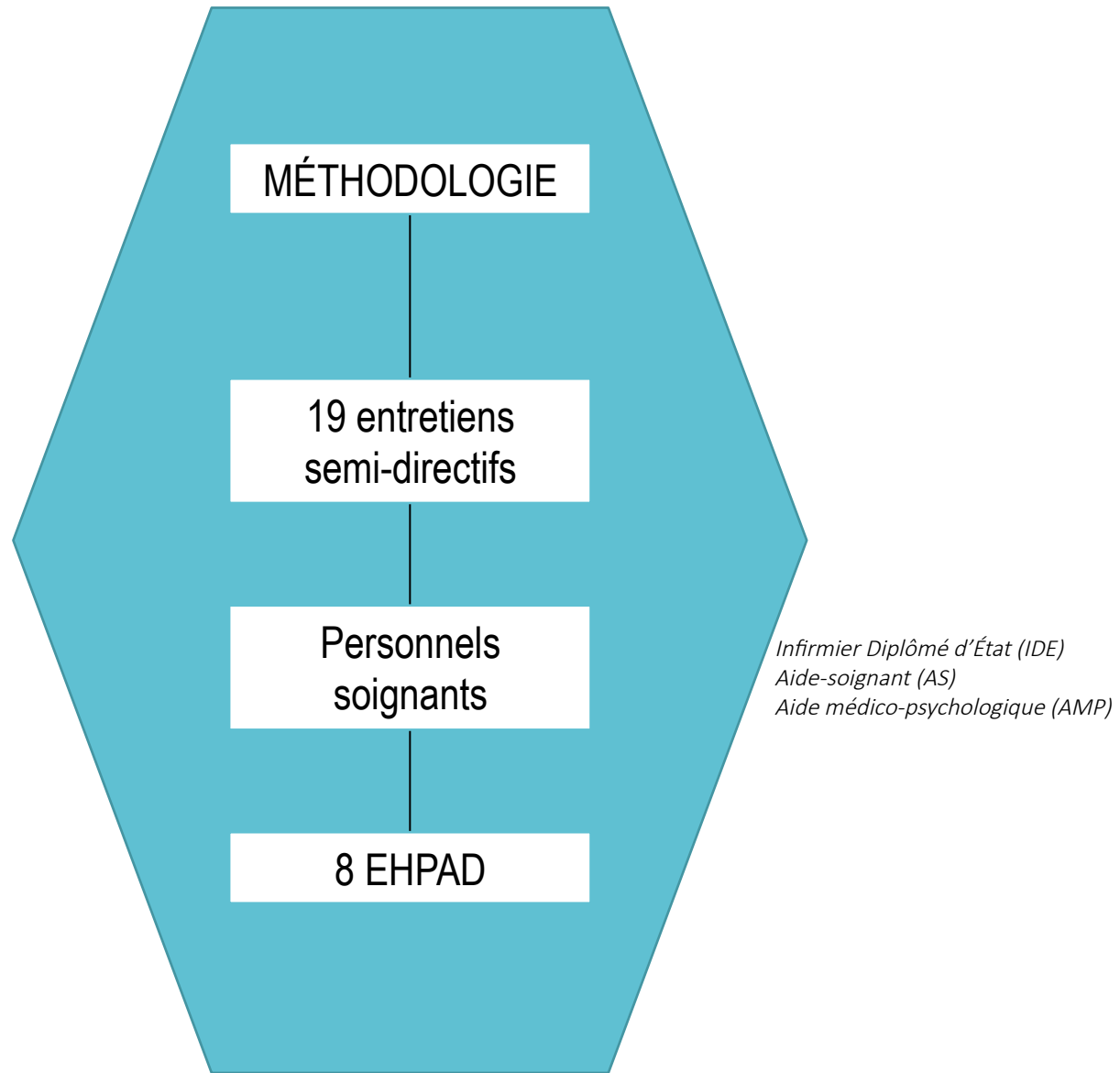
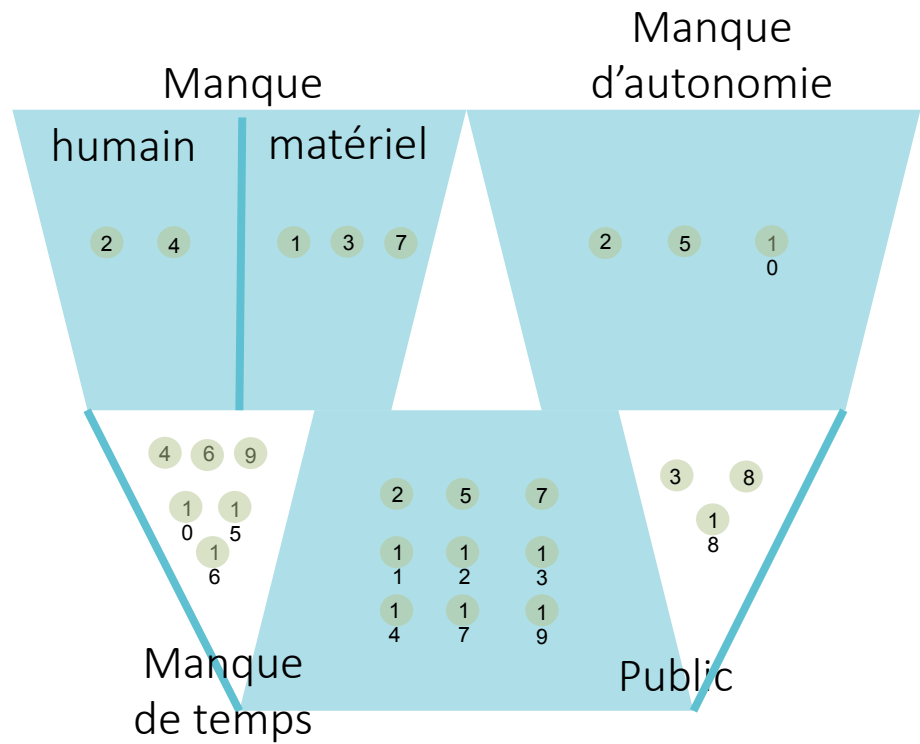


# L'implication au travail face à la dépendance accrue en EHPAD

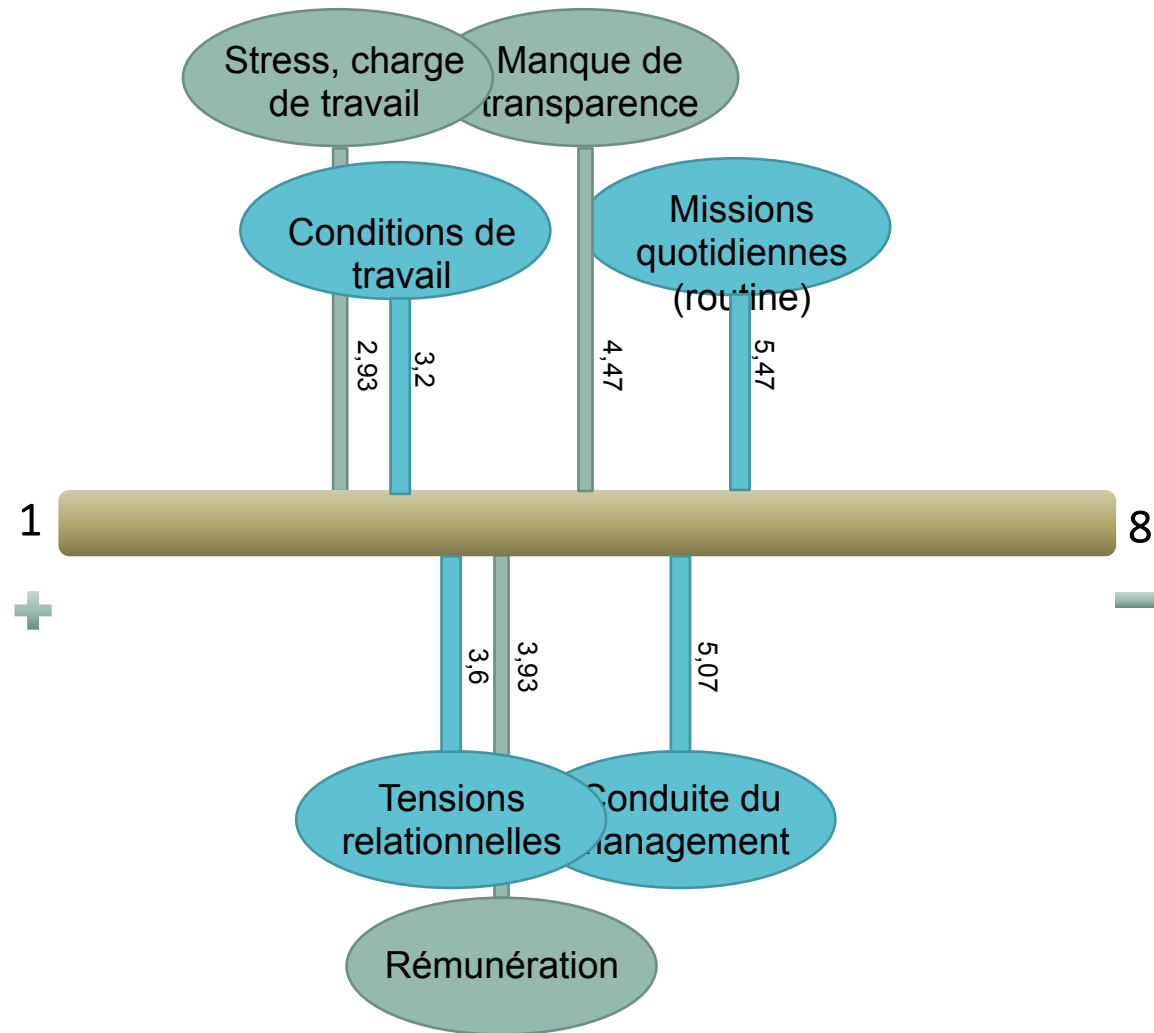
Patrick Legros  
MCF-HDR sociologie (Tours)  
Laboratoire C3S (Besançon)

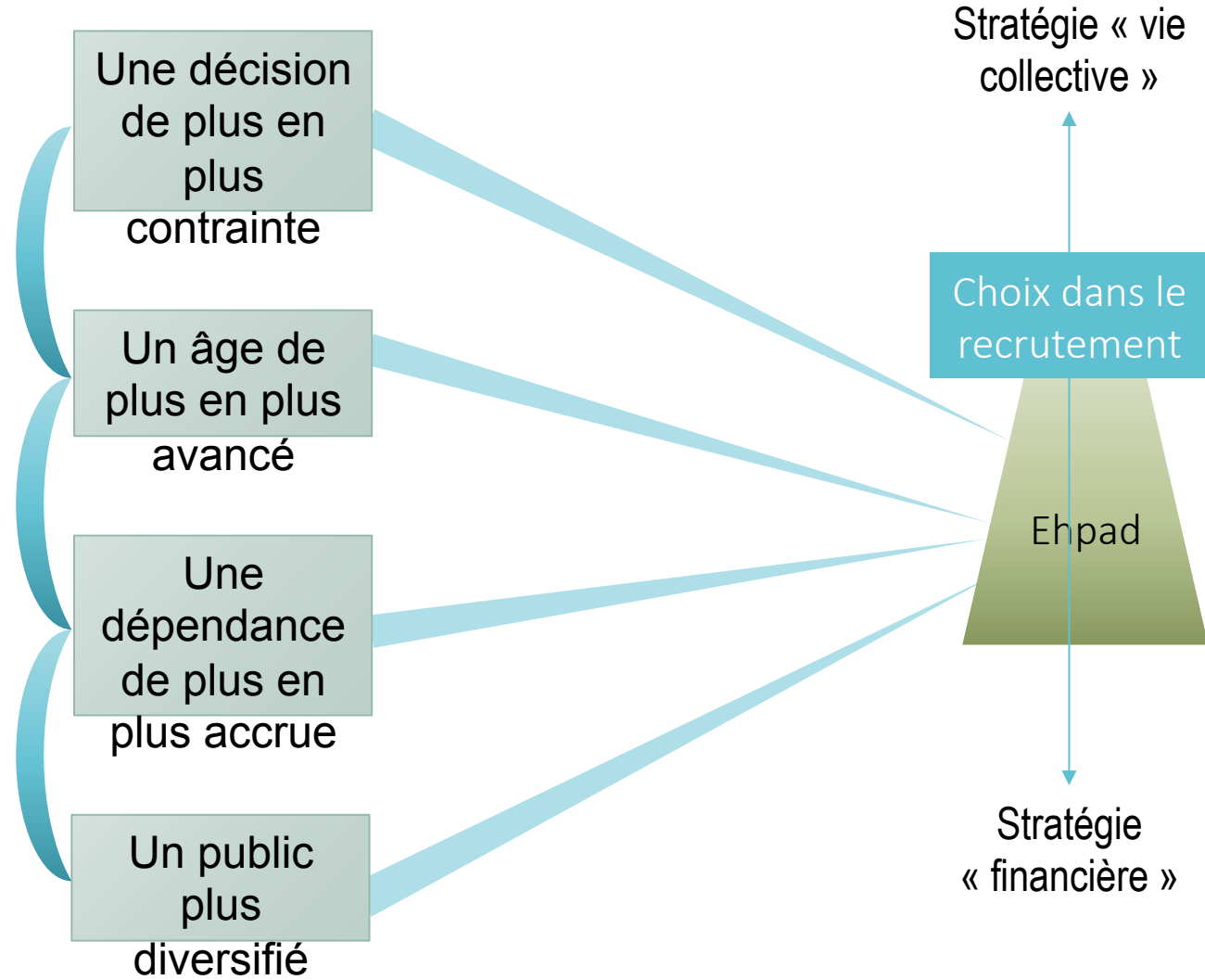




# Les niveaux d'insatisfaction

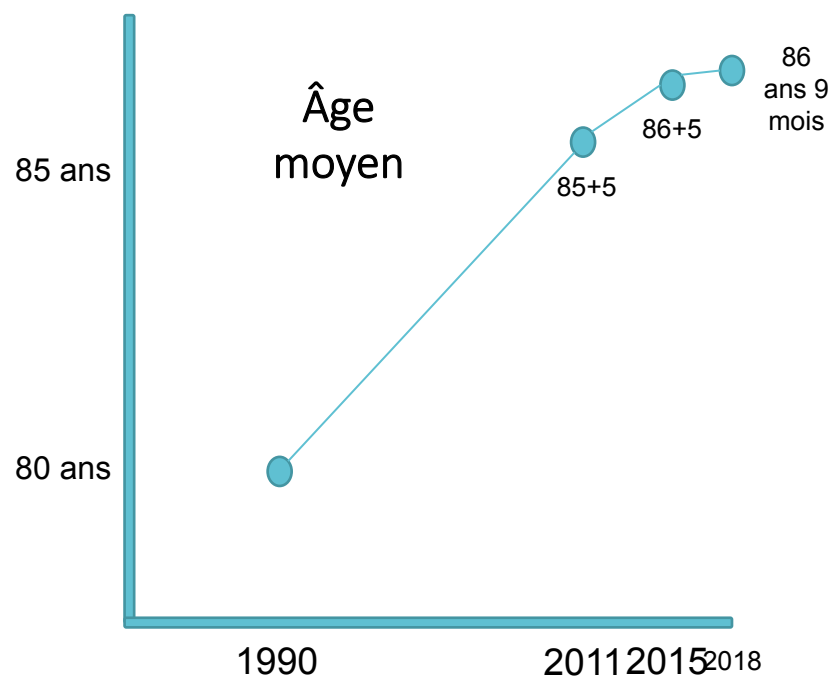
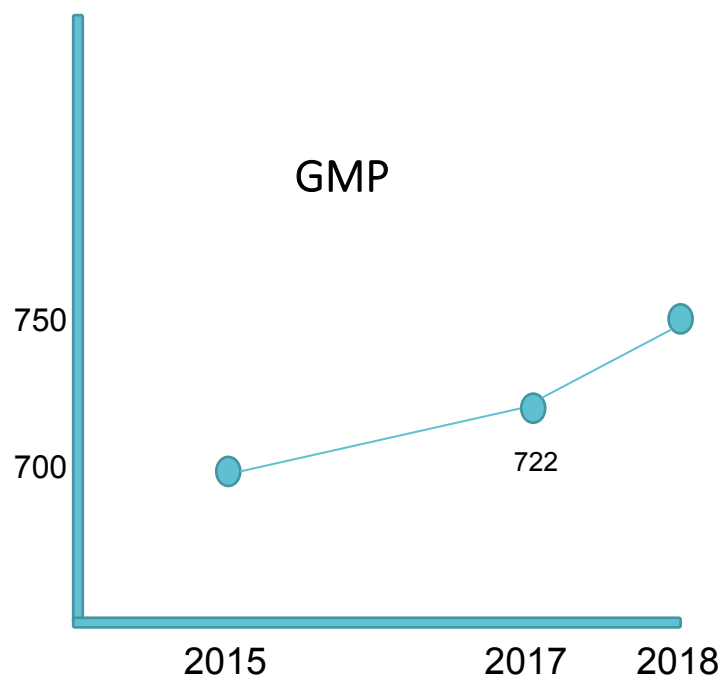
# Les éléments de démotivation



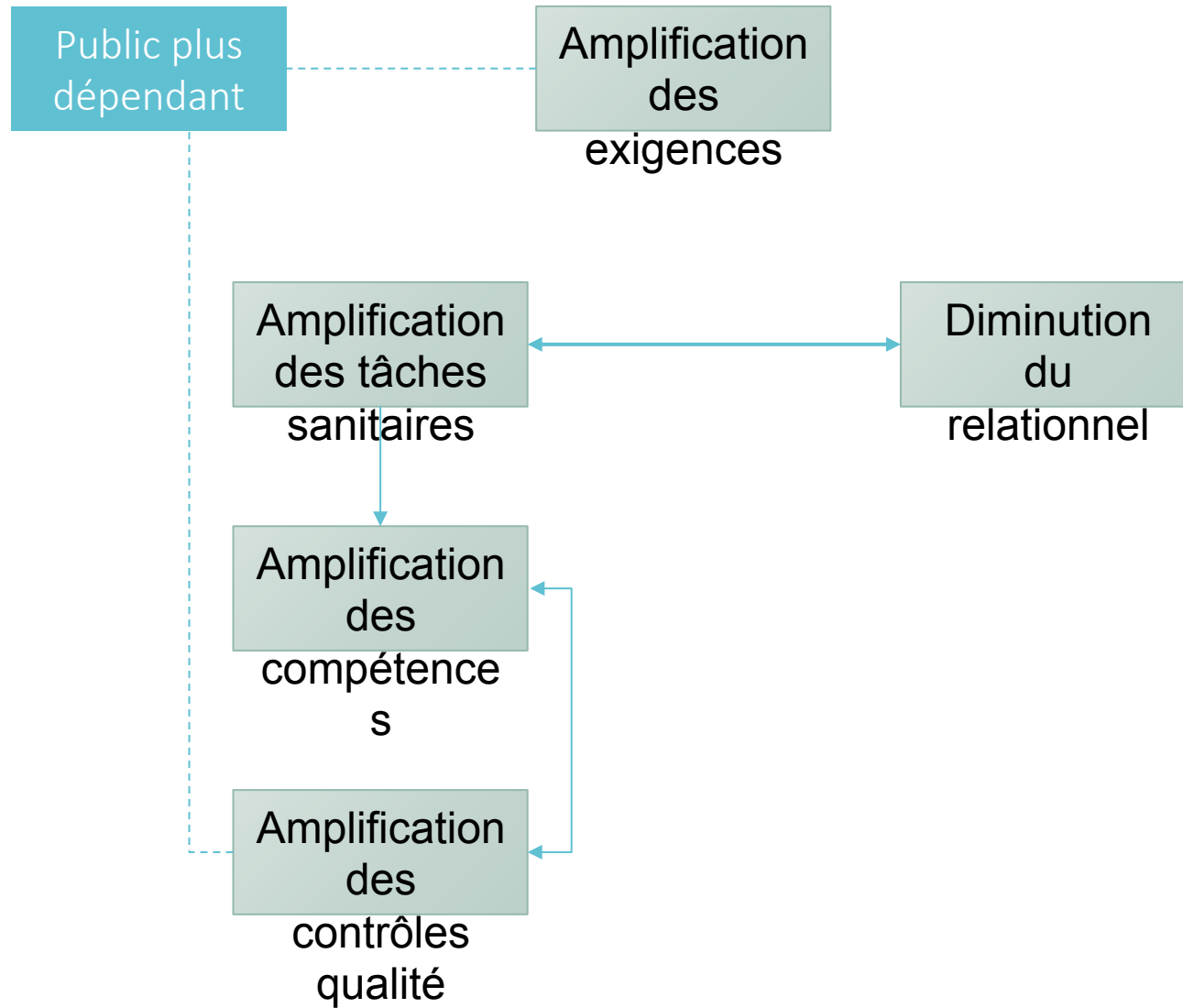


# Les changements de publics

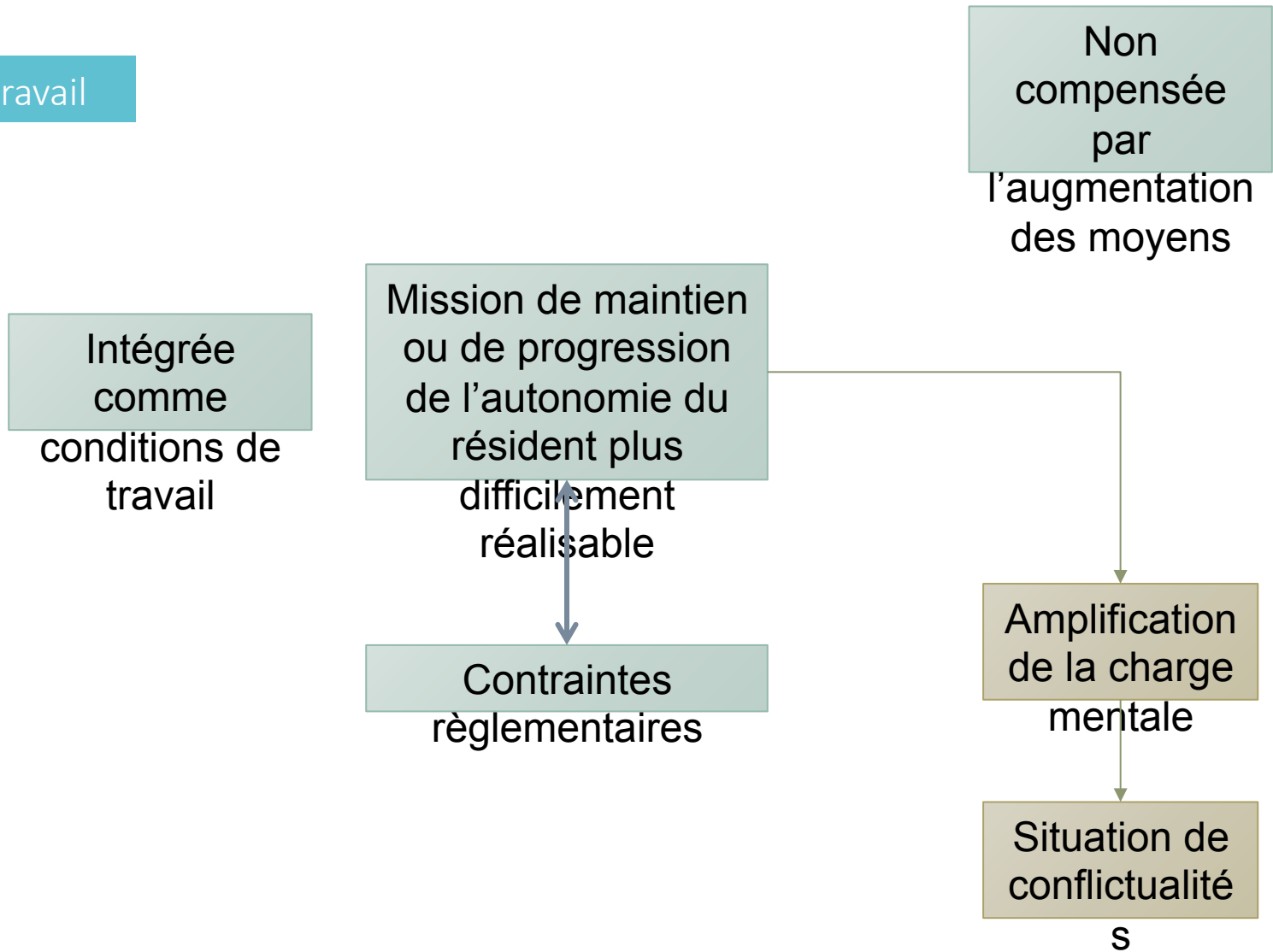
## Dépendance en Ehpad



# Les changements dans le travail

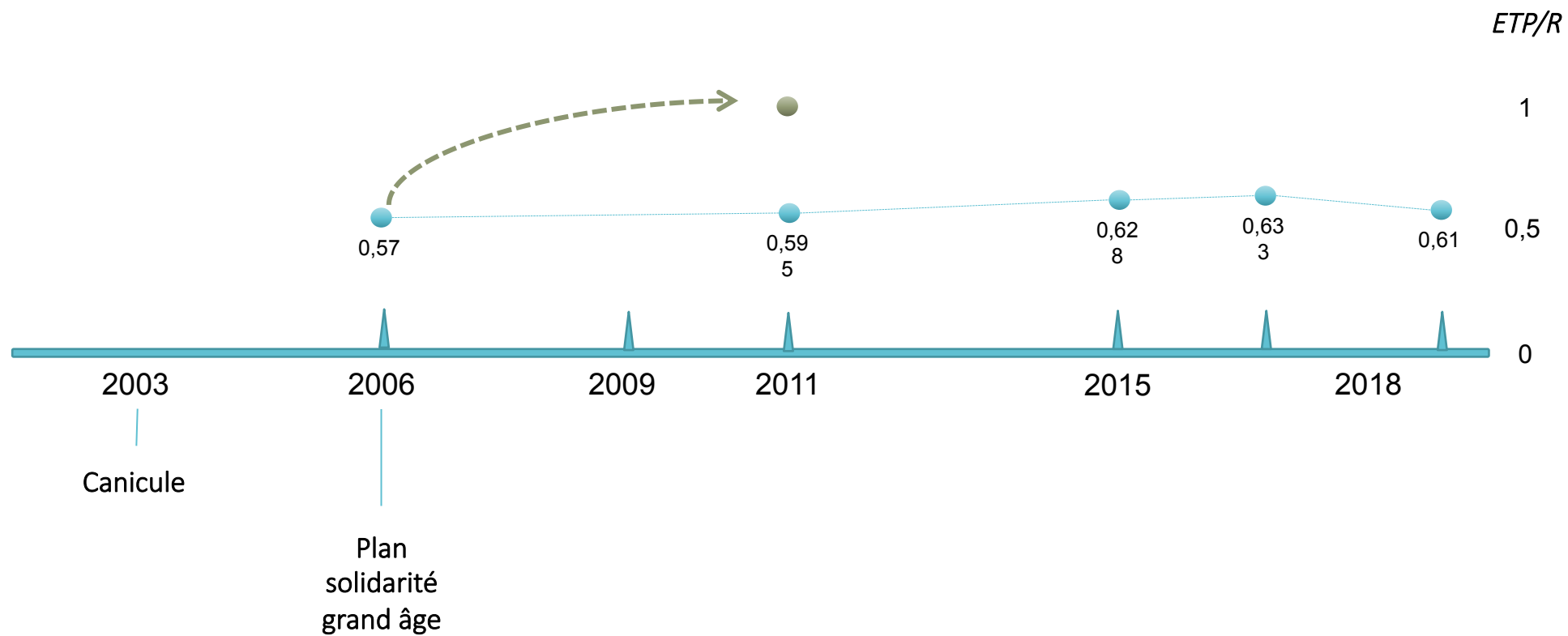


## Intensification du travail

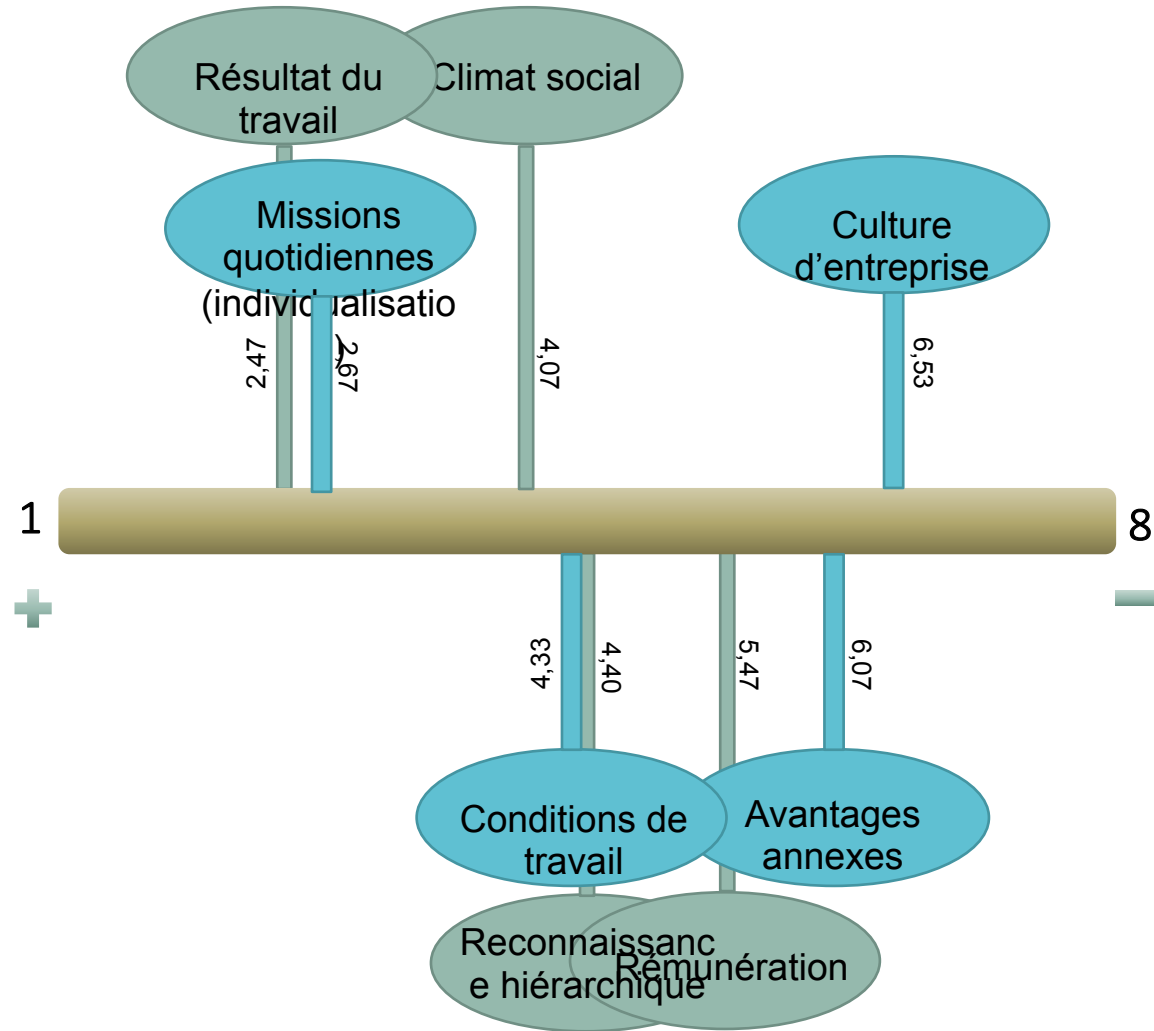


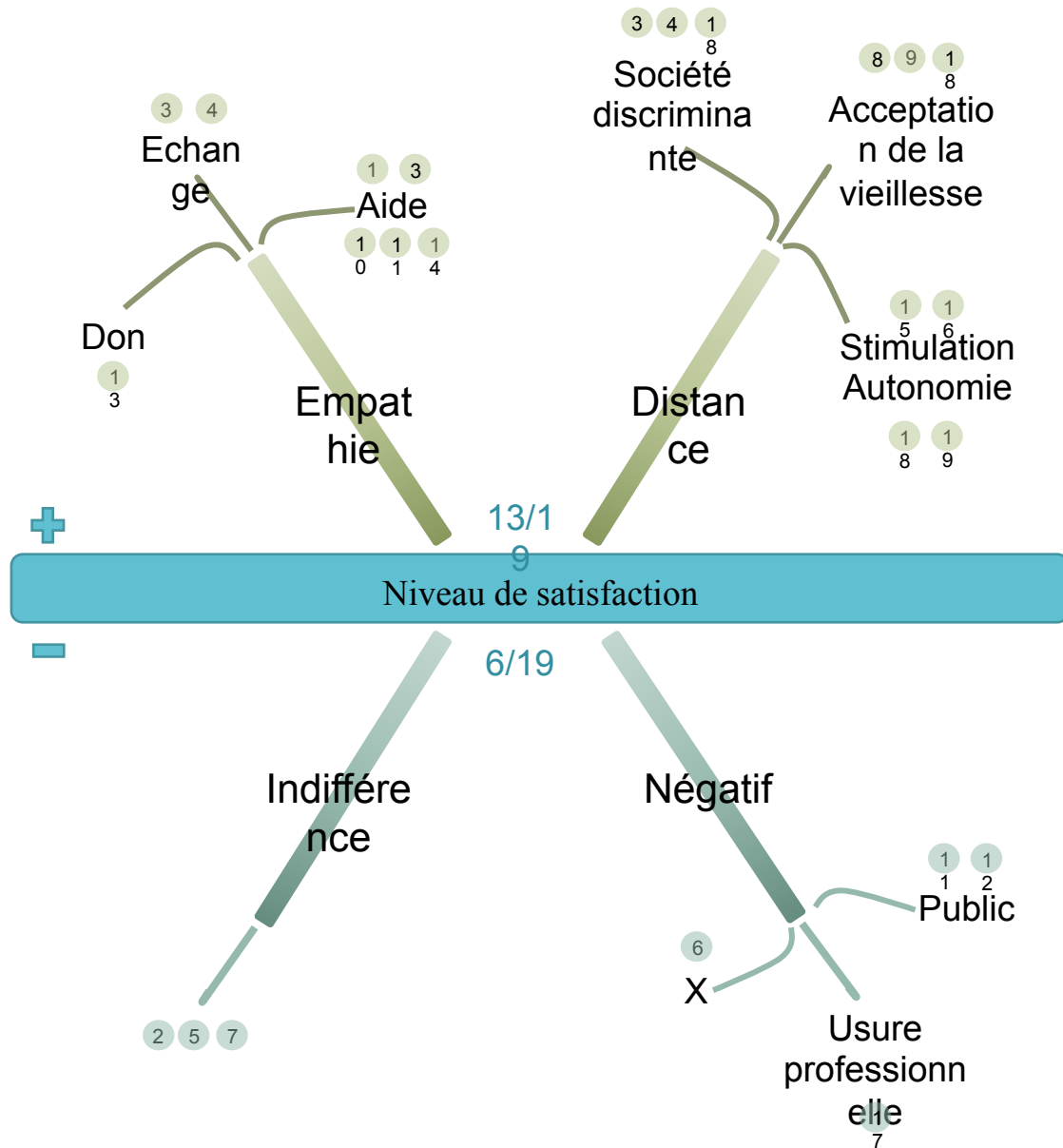


Taux d'encadrement

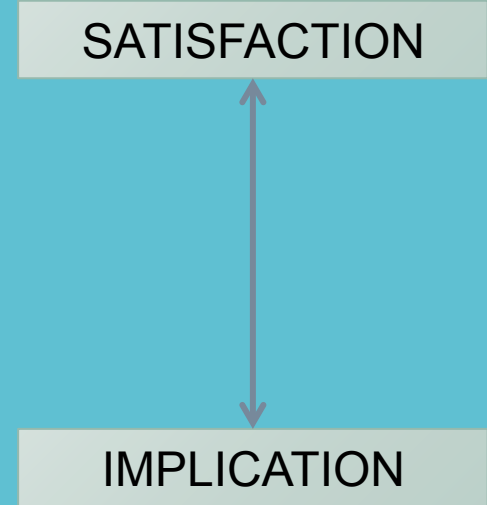


# La motivation au travail





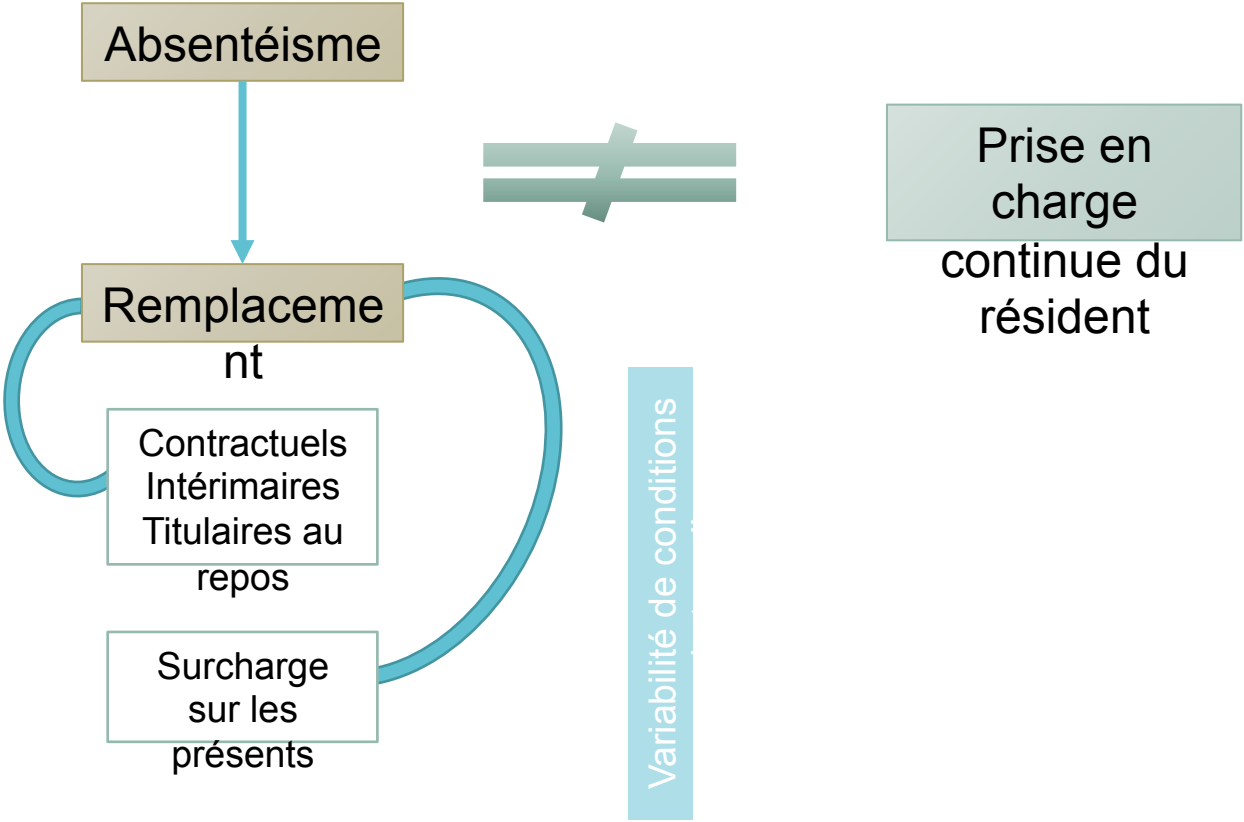
# La satisfaction au travail

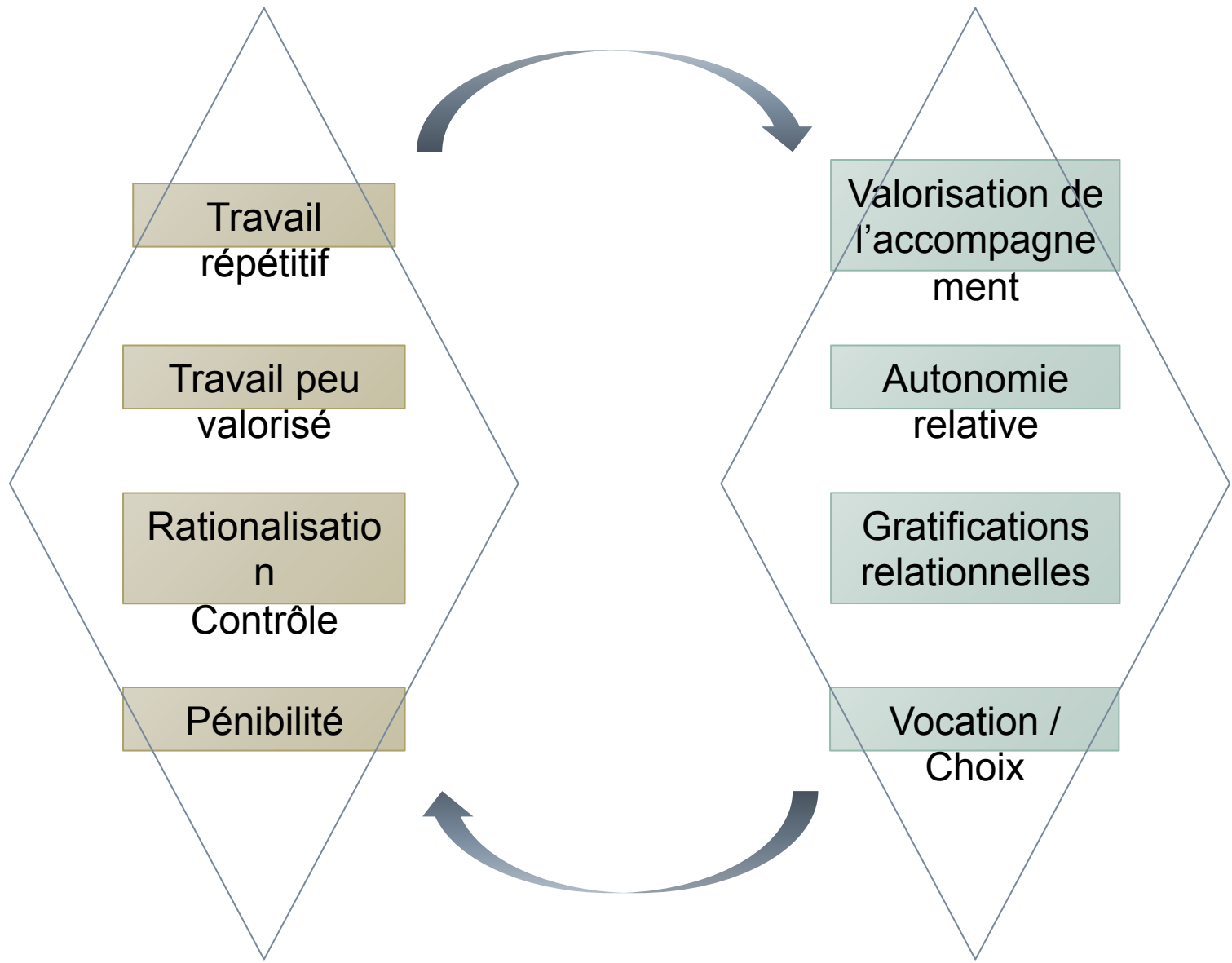


On peut être satisfait dans le travail sans s'impliquer.  
 Mais on peut aussi s'impliquer sans être satisfait.

# L'absentéisme

**Taux d'absentéisme (2015)**  
Secteur privé : 4,55% (2012 : 4,53%)  
(2016 : 4,59%/2017 : 4,72%)  
Secteur de la santé : 6,6% (2017-privé : 5,31%)  
EHPAD : 8,9%





Pourquoi s'impliquer ?