

## ***Appendix E - Code List - Swiss Organisation***

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**1\_Benefit\_ISV\_Cooperation**  
**1\_Benefit\_ISV\_Dependency**  
**1\_Benefit\_ISV\_Differentiation**  
**1\_Benefit\_ISV\_Influence**  
**1\_Benefit\_ISV\_Multi-functionality**  
**1\_Benefit\_ISV\_Satisfaction with quality of cooperation**  
**1\_Benefit\_RBV\_Ability to communicate**  
**1\_Benefit\_RBV\_Core values**  
**1\_Benefit\_RBV\_Credibility**  
**1\_Benefit\_RBV\_Emotionality**  
**1\_Benefit\_RBV\_Experience**  
**1\_Benefit\_RBV\_Fairness**  
**1\_Benefit\_RBV\_Image**  
**1\_Benefit\_RBV\_Information**  
**1\_Benefit\_RBV\_Knowledge**  
**1\_Benefit\_RBV\_Motivation**  
**1\_Benefit\_RBV\_Network**  
**1\_Benefit\_RBV\_Prejudice**  
**1\_Benefit\_RBV\_Resources**  
**1\_Benefit\_RBV\_Transparency**  
**1\_Benefit\_SPV\_High Exposure**  
**1\_Benefit\_SPV\_Lobbying**  
**1\_Benefit\_SPV\_Political Interplay**  
**1\_Benefit\_SPV\_Popular Concern**  
**1\_Benefit\_SPV\_Social Responsibility**  
**1\_Benefit\_SPV\_Sponsoring**  
**2\_Risk\_ISV\_Cooperation**  
**2\_Risk\_ISV\_Dependency**  
**2\_Risk\_ISV\_Differentiation**  
**2\_Risk\_ISV\_Influence**  
**2\_Risk\_ISV\_Multi-functionality**  
**2\_Risk\_ISV\_Satisfaction with quality of cooperation**  
**2\_Risk\_RBV\_Ability to communicate**  
**2\_Risk\_RBV\_Core Values**  
**2\_Risk\_RBV\_Credibility**  
**2\_Risk\_RBV\_Emotionality**  
**2\_Risk\_RBV\_Experiences**  
**2\_Risk\_RBV\_Fairness**  
**2\_Risk\_RBV\_Image**  
**2\_Risk\_RBV\_Information**  
**2\_Risk\_RBV\_Knowledge**  
**2\_Risk\_RBV\_Motivation**  
**2\_Risk\_RBV\_Network**  
**2\_Risk\_RBV\_Prejudices**  
**2\_Risk\_RBV\_Resources**  
**2\_Risk\_RBV\_Transparency**  
**2\_Risk\_SPV\_High Exposure**

2\_Risk\_SPV\_Lobbying  
 2\_Risk\_SPV\_Political Interplay  
 2\_Risk\_SPV\_Popular Concern  
 2\_Risk\_SPV\_Social Responsibility  
 2\_Risk\_SPV\_Sponsoring  
 3\_Bewertung\_Einfluss\_gering  
 3\_Bewertung\_Einfluss\_gross  
 3\_Bewertung\_Einfluss\_mittel  
 3\_Bewertung\_Kooperation\_negativ  
 3\_Bewertung\_Kooperation\_neutral  
 3\_Bewertung\_Kooperation\_positiv  
 3\_Bewertung\_Kooperation\_what is missing?  
 3\_Bewertung\_Erfolg in der Personalrekrutierung  
 3\_Bewertung\_Recruiting Activities\_Qualität u. Quantität  
 3\_Bewertung\_Vergleich Rekrutierung mit anderen  
 3\_Bewertung\_Vergleich Rekrutierung mit anderen\_besonders gut  
 3\_Bewertung\_Vergleich Rekrutierung mit anderen\_Lernpotential  
 3\_Bewertung\_Wichtigkeit\_hoch  
 3\_Bewertung\_Wichtigkeit\_mittel  
 3\_Bewertung\_Wichtigkeit\_niedrig  
 4\_Personal Profile (code full interview with those codes)  
 4\_Personal Profile\_Current Position  
 4\_Personal Profile\_Education  
 4\_Personal Profile\_Former employers  
 5\_Personal Experience\_Expectations when recruited  
 5\_Personal Experience\_Experience during recruitment process  
 5\_Personal Experience\_Learning about current employer (point of contact)  
 5\_Personal Experience\_Reasons for change  
 5\_Personal Experience\_Recruiting Channel  
 6\_Personal Involvement in Recruiting  
 7\_Expectations of Future for Recruitment  
 8\_Readyness to contribute (by employees)  
 9\_Recommendations  
 Dialogue\_Imagination to work closer with SH for Recruitment  
 Dialogue\_Personal potential contribution  
 Dialogue\_What resources are needed?  
 Potentials of SH-View  
 Potentials of SH-View\_impact on image as employer?  
 Potentials of SH-View\_impact? (general)  
 Potentials of SH-View\_Risks  
 SH  
 SH\_Cantons  
 SH\_Cantons\_GDK  
 SH\_Cantons\_Head of Health Office  
 SH\_Cantons\_Network Psychical Health  
 SH\_Cantons\_Person in charge KAP  
 SH\_Cantons\_Person in charge VIA  
 SH\_Cantons\_Person in charge\_Health Promotion  
 SH\_Commission for Security and Health  
 SH\_Education and Science\_Evaluation Institutes  
 SH\_Education and Science\_Universities/ISPMs  
 SH\_Education and Science\_Universities of Applied Science  
 SH\_External HR-Service  
 SH\_Federal Administration  
 SH\_Federation  
 SH\_Federation\_Department of Economics  
 SH\_Federation\_Department of the Interior  
 SH\_Federation\_Federal Office for Food Safety and Veterinary

**SH\_Federation\_Federal Office for Health**  
**SH\_Federation\_Federal Office for Social Insurance**  
**SH\_Federation\_Federal Office for Sports**  
**SH\_Federation\_Swiss Accident Insurance**  
**SH\_Health Directors (Board GDK)**  
**SH\_Health Insurers\_Directors**  
**SH\_Hospitals**  
**SH\_HR Today**  
**SH\_Internal\_Employees**  
**SH\_Internal\_Employees\_Personal Network**  
**SH\_Internal\_Employees\_Referrals**  
**SH\_Internal\_Foundation Council**  
**SH\_Internal\_HR Manager**  
**SH\_Internal\_Management Board**  
**SH\_Internal\_Website**  
**SH\_People doing Civilian Service**  
**SH\_Platform\_Conference\_Addiction Academy**  
**SH\_Platform\_Conventions**  
**SH\_Platform\_Jobs.ch + Jobup**  
**SH\_Platform\_Kununu**  
**SH\_Platform\_Print Media**  
**SH\_Platform\_Quitessenz.ch**  
**SH\_Platform\_Social Media**  
**SH\_Private Economy (general)**  
**SH\_Professional Communities**  
**SH\_Radix Gesundheitsstiftung**  
**SH\_Swiss Society for Cardiology**  
**SH\_Trainees (formerly interns - graduates)**  
**SH\_Unions**  
**SH\_Unions Health & Work\_Economiesuisse**  
**SH\_Unions Health & Work\_Public Health CH**  
**SH\_Unions Health & Work\_Swiss Federation of Trade Unions**  
**SH\_Unions Health & Work\_Swiss Federation of Employers**  
**SH\_Unions Health & Work\_Swiss Medical Association (FMH)**  
**SH\_Unions Health & Work\_Swiss Trade Association**  
**SH\_Unions Health & Work-Health Leagues**  
**SH\_Unions Health and Work\_SVBGF**  
**SH\_ZSA\_Partner Wirtschaft\_Berater**  
**SH\_ZSA-Partner Economy\_Advisory Board**  
**SH\_ZSA-Partner Economy\_Assessors**  
**SH\_ZSA-Partner Economy\_BGF Provider**  
**SH\_ZSA-Partner Economy\_Label Firms**  
**SH\_ZSA-Partner GFP**  
**SH-Career Fair**  
**Win-Win Situation (possible or not possible)**