

# Basic Concepts Of Health Care Human Resource Management

Human Resource Management in Health CareHuman Resources Management for Health Care OrganizationsBasic Concepts of Health Care Human Resource ManagementThe Health Care Manager's Human Resources HandbookManaging Human Resources in Health Care OrganizationsHuman Resource Management in Health CareBasic Concepts of Health Care Human Resource Management with the Navigate 2 Scenario for Health Care Human ResourcesBasic Concepts of Health Care Human Resource ManagementHuman Resource Management in Health CareStrategic Human Resource Management in Health CareDirectory of Health Care Human Resource ConsultantsDirectory of Health Care Human Resource ConsultantsThe Innovation Imperative in Health Care OrganisationsHuman Resource Management NewsHome Care Human Resources ManualHuman Resources ReportHuman Resource Management in Health Care with Navigate 2 Scenario for Health Care Human ResourcesHuman Resource Management in the Health Care SectorNorth Carolina ReportsAdministración Hospitalaria en El Mundo L. Fleming Fallon Jr. Joan E. Pynes Niles Charles R. McConnell Leiyu Shi Charles R. McConnell Nancy J. Niles Nancy J. Niles L. Fleming Fallon Grant T. Savage American Society for Healthcare Human Resources Staff Peter Spurgeon Barbara Stover Gingerich L. Fleming Fallon, Jr. Amarjit Singh Sethi North Carolina. Supreme Court Human Resource Management in Health Care Human Resources Management for Health Care Organizations Basic Concepts of Health Care Human Resource Management The Health Care Manager's Human Resources Handbook Managing Human Resources in Health Care Organizations Human Resource Management in Health Care Basic Concepts of Health Care Human Resource Management with the Navigate 2 Scenario for Health Care Human Resources Basic

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this book introduces human resources to practitioners and students in all disciplines related to health care and health service it covers important topics such as recruitment training termination legal issues labor unions and more each chapter is introduced by a case study related to the material that follows and is resolved at the conclusion of each chapter along with expert commentary and practical suggestions that can be used in the real world many examples and a number of sample forms and documents are included this edition has been re organized to reflect a better chapter flow and organization and offers all data updated throughout a new section on health care legislation a new section in each chapter customer service box that emphasizes the importance of customer service in the context of the material presented in the chapter and completely revised instructor ancillary material

this book is a comprehensive guide to the essential areas of health care human resources management and is an immediately useful practical handbook for practitioners as well as a textbook for use health care management programs written by the authors of handbook for the new health care manager and human resources management for public and nonprofit organizations the book covers the context of human resources management in the unique health care business

arena from a strategic perspective includes shrm and human resources planning organizational culture and assessment and the legal environment of human resources management managing volunteers and job analysis performance appraisal instruments training and development programs and recruitment targeted selection and hiring techniques are covered compensation policies and practices employer provided benefits management implementation of training and organizational development programs as well as labor management relations for health care organizations and healthcare human resource information technology are covered with practical examples and proven strategies amply provided in each chapter

featuring practical experience based exercises and case studies in each chapter basic concepts of human resource management will give your students a strong foundation in the basic concepts of hr management in health care beginning with a survey of hrm from its beginnings to present day trends the text moves on to cover state and federal healthcare laws codes of ethics staffing organizations training and development employee relations and long term planning each section focuses on a key area of hrm with individual chapters providing support materials and resources for personnel the text is designed to be equally accessible and useful for both established human resource departments in large scale organizations and general managers of smaller organizations with no specialized hr department key features clearly established learning objectives for each chapter concise summary of chapter materials in the concluding section list of key vocabulary terms for each chapter student workbook activities to encourage concept retention and facilitate engagement reference section at the end of each chapter for further reading

this unique book about human resource hr management is written health care department managers who must relate to and work with their hr departments and must manage their personnel an expert with 18 years of experience in human resources management author charles m mcconnell describes what the function of the hr department can do for you and shows how to get the most value out of an organization s hr department for each topic addressed the book

provides background the hr department s responsibilities where and how hr interfaces with the line management the hr responsibilities of the manager and how the manager can get the best from the hr function

with contributions by authors from a diversity of current health care settings this is the first textbook to focus on the practice of human resource management within a health care organization light on complex theoretical language this relevant accessible text provides a hands on approach to studying human resources in various health care systems such as hospitals integrated health care systems managed care settings private practices and public health clinics

written for practitioners and students in health related disciplines this practical hands on guide to human resources covers such topics as recruitment compensation and benefits training termination legal issues labor unions and more each chapter is introduced by a case study related to the material that follows the case study is resolved by the end of each chapter and includes expert commentary and practical suggestions that can be used in the real world chapters also feature learning objectives questions for review and discussion key terms and spotlight on customer service numerous examples sample forms and documents are also included the third edition includes new employment related legislation and case law including the health insurance portability and accountability act hipaa a new chapter on the impact and effect of social media more in depth and updated treatment of privacy and sexual harassment expanded discussion of succession planning and much more

this bundle includes basics of health care human resources second edition and the navigate 2 scenario for health care human resources basics of health care human resources second edition offers a comprehensive overview of the role of human resource management hrm in all aspects of healthcare management beginning with a survey of hrm the text moves on to cover state federal healthcare laws codes of ethics staffing organizations training and development and more through immersive technology and instructional design the navigate 2 scenario for health care human resources

creates an environment in which the student assumes roles such as him department manager human resource assistant and manager of the blood bank immunology unit the student will apply their knowledge of human resources to make decisions that directly impact hospital employees such as how to address the threat of impending budget cuts how to handle a potential discrimination issue and how to develop a strategy to increase staff morale

basic concepts of health care human resource management second edition is a comprehensive overview of the role of human resource management hrm in all aspects of healthcare management beginning with a survey of hrm from its beginnings to present day trends the text moves on to cover state and federal healthcare laws codes of ethics staffing organizations training and development employee relations and long term planning the second edition continues to provide the essential tools and strategies for hrm personnel to become empowered custodians of change in any healthcare organization taking into account the increasing diversity of patients and employees the effects of technology and globalization on healthcare delivery the credentialing of health care providers and the measurement of labor productivity and much more this text is an essential resource for hrm students and practitioners alike

this innovative text will be useful for students and as a reference for practitioners each chapter will begin with a case study that focuses on the topical material of the chapter the case study will be resolved at the conclusion of the chapter in addition to references used in the chapter each chapter will have a resources section for books periodicals websites and organizations

strategic management of hr in health care is important in delivering high quality patient care this volume of advances in health care management which focuses on human resource management aims to explore the strategic role that hrm can play in delivering high quality and affordable health care

Healthy organisations are twice as likely to get better results than unhealthy ones and this could be a matter of life and death if your business is healthcare whatever way you look at it hr has a key role to play and the authors once again points the way *clare chapman group people director bt british telecoms* If healthcare systems around the world are to respond to the growing demands of an ageing population and advances in technology then healthcare workforces will need to be managed with imagination agility and innovation this important book sets out some of these challenges in a thoughtful and accessible way allowing the reader to tap into the research pedigree of its authors and to draw out lessons and evidence which will inform both strategy and practice *stephen bevan director centre for workforce effectiveness the work foundation* this insightful book discusses vital concepts of system sustainability in terms of productivity quality improvement innovation and cost control in the context of maximising the potential of staff in the health care sector through effective human resource management health systems in the western world face increasingly intense pressure to contain or reduce costs while countries such as china and india move towards universal coverage the contributors illustrate that radical gains in efficiency and innovative practice are required internationally in health care systems they argue that the high proportion of health care system costs invested in staffing place the human resource function at the forefront of meeting this challenge sustained system change and productivity gains more effective management of staff and work climate are essential elements of reform and are all covered in this book the book provides practical examples as to how health service managers can rise to the challenge of sustaining services against greater pressures than ever before it will strongly appeal to academics and students of health service management and public sector management health service managers hr professionals in health as well as clinical staff will also find plenty of informative information in this enriching compendium

the demand for competent home health personnel is at an all time high hiring managing and keeping quality people is of paramount importance as is understanding and complying with a myriad of both federal and state employment laws

that affect operations the home care human resources manual is a practical resource to provide home health agencies with the components of a human resource management system as well as an overview of human resources as a discipline and basic employment law information it supplies a broad array of tools including job descriptions performance appraisals and forms ready for use or adaptation

this bundle includes a printed copy of the textbook human resource management in health care 2e with an access code card that gives you entry to navigate 2 scenario for health care human resources

this volume brings together the work of several outstanding scholars on the critical subject of human resource management in the health care sector as the contributors note the combined pressures of an aging population higher costs and reduced medicare reimbursement formulas have made more efficient delivery of services a primary concern for health care facilities of all kinds because of the labor intensive nature of health services this goal cannot be achieved without more effective human resource management here noted authorities in the field present the latest techniques and practical applications of human resource management specifically tailored to the needs of health care professionals broadly comprehensive in scope this volume addresses each of the major concerns in human resources planning staffing equal employment performance appraisal compensation training safety employee rights and industrial and labor relations the book begins by presenting a conceptual framework for human resource management the strategic choice model subsequent chapters build upon this model by presenting a systems approach to strategic human resource planning and demonstrating the importance of job design and job analysis in this context the contributors then discuss recruitment strategies performance based pay systems employee evaluations and the design of compensation systems focusing throughout on issues of particular relevance in the health care sector finally a number of chapters explore topics of increasing concern to both health care workers and administrators including quality of work life the burgeoning home health care industry collective bargaining and legislation managing change in the health care environment and the

challenges posed by information technology an indispensable reference source for health practitioners researchers and students human resource management in the health care sector is also a valuable text for courses in health business nursing and management

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