

Essentials Of Human Resource Management In Health Service Organizations

Essentials of Hospital Management & Administration D L Ramachandra Many of the chapters in this book deals with the principles of management to be applied by the hospital managers and administrators to guide them and make them understand their responsibilities. This book is briefly explains the important and essential aspects of hospital planning, design, organization of outpatient and inpatient departments, management of hospital human resources, maintenance of medical record section, hospital waste management like collection, segregation, transport and disposal of hospital waste products, management of hospital infection control system, marketing of health service, public relations in hospitals, ethics in medical practice and other various aspects of hospital administration which is useful ready guide for hospital administrators. This book will certainly help many doctors, hospital administrators, nurses, paramedical staff, hospital management post graduate students and other medical fraternity. Dr. D. L. Ramachandra

Human Resource Management in Health Care Fallon 2013-08-16 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. --

Essentials of Management and Leadership in Public Health Robert Burke 2011-01-28 Managing a modern public health system requires skills drawn from diverse fields including business, education, and government. *Essentials of Management and Leadership in Public Health* offers public health students broad exposure to the interdisciplinary skills and knowledge needed to effectively manage and lead public health organizations today. This book covers the full spectrum of essential competencies required to manage public health organizations, from communication and cultural proficiency to leadership, relationship building, ethics, and program planning.

Assessing Financing, Education, Management and Policy Context for Strategic Planning of Human Resources for Health Thomas J. Bossert 2007-12-15 This book contains a method for assessing the financial educational and management systems and policy context essential for strategic planning and policy-development for human resources for health. This tool has been developed as an evidence-based comprehensive diagnostic aid to inform policy-making in low and middle income countries in regards to human resources for health. It does so in three stages by assessing the current status of the health workforce and capacities for health workforce policy implementation with a particular focus on four aspects - finance education management and policy-making; by identifying priority requirements and actions based on the current status of the health workforce and by showing how to sequence policies and draw up a prioritized action plan for human resources for health. This tool is designed as an initial diagnostic instrument to be used in a process of developing a national strategic plan on human resources for health. It helps to provide a rapid initial assessment and a preliminary strategic plan as part of a longer-term and sustained process of human resources planning. It is not intended to assess the appropriateness of a workforce's skills mix or the technical quality of pre-service curricula which are the subjects of several other assessment tools. Rather it focuses on determining - and providing sequenced recommendations to improve upon- system capacities to increase the effectiveness of the health workforce.

Human Resources in Healthcare Bruce Fried 2015 *Human Resources in Healthcare: Managing for Success*, Fourth Edition, presents the techniques and practices behind effective management of people the healthcare profession s most important asset. It provides the concepts and practical tools necessary for

meeting the unique challenges in today s healthcare environment.

An Introduction to the Human Resources Management Standards for Health Care Organizations Joint Commission on Accreditation of Healthcare Organizations 1995-12-01

Talent Management in Healthcare Paul Turner 2017-08-14 Providing a global perspective on the increasingly important concept of talent management in the health sector, this significant new text brings together evidence and research findings to suggest how healthcare organisations can attract and retain talent. The demand for healthcare in many countries often exceeds the supply of those who can provide it, and with case studies from Asia, the UK and the US, this book provides geographical insights into the extent of this global challenge. Topics discussed include employee engagement, employer branding, retention and succession planning. *Talent Management in Healthcare* offers readers a substantial guide and provides a sustainable talent strategy for organisations within the healthcare industry. An invaluable contribution to research on human resource development, this book will be of interest to academics and practitioners involved in organisational development, human resource management and healthcare management.

Basic Concepts of Health Care Human Resource Management Nancy J. Niles 2019-02-05 *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.

Managing Human Resources in Health Care Organizations Leiyu Shi 2007 Light on complex theoretical language, this relevant, accessible text offers a hands-on approach to studying human resources in various healthcare systems such as hospitals, integrated healthcare systems, managed care settings, private practices, and public health clinics. The book can be used as a stand-alone textbook in undergraduate or graduate level courses on human resources. With its practice-oriented approach, it is also a valuable resource for current health care organizations.

Fundamentals of Human Resources in Healthcare Bruce Fried 2018 Human resources are the bedrock of healthcare organizations. Yet healthcare faces severe staffing shortages, both as a result of the aging population and workforce and because of wide disparities in the geographic distribution of workers. To attract and retain this increasingly scarce resource and to inspire the best from their employees healthcare managers must know how to develop, nurture, and coach their staff for success. *Fundamentals of Human Resources in Healthcare* takes a back-to-basics approach to workforce management, presenting proven best practices and evidence-based strategies. It sets forth fundamental concepts that will help healthcare managers succeed at the most important and challenging part of their job: managing people. This new edition puts human resources in the context of today s healthcare environment, with all of its rapid, ongoing, and unprecedented changes. Thoroughly revised and updated, it includes: A new chapter on enhancing diversity and inclusion in healthcare organizations Expanded material on physician compensation, including changes in incentives; compensation practices in patient-centered medical homes and accountable care organizations; and challenges in measuring physician productivity Revised and updated content on the legal and regulatory environment of human resources management, including sexual harassment, electronic monitoring and workplace searches, and termination A new chapter on human resources management practices that support quality improvement and patient safety initiatives Current developments in union organizing and union membership in healthcare organizations Written for

current and aspiring managers throughout a healthcare organization not just those employed in the human resources department this book establishes a vision in which everyone is a human resources manager.

Essentials of Public Health Management L. Fleming Fallon Jr. 2011-06-24 This timely revision addresses all the important topics in the effective management of public health departments and agencies. Using a practical, non-theoretical approach, the book is ideal for the hands on management of these complex organizations and their daily operations. The Second Edition has been thoroughly revised with all new case studies for each chapter as well as the most up-to-date information on critical, contemporary topics in management, human resources, operations, and more, all within the context of the public health department. Important Notice: The digital edition of this book is missing some of the images or content found in the physical edition.

Umiker's Management Skills for the New Health Care Supervisor Charles R. McConnell 2010-10-25 The Fifth Edition of Umiker's Management Skills for the New Health Care Supervisor addresses continually changing circumstances in which Supervisors are faced with including smaller budgets, fewer workers, greater responsibilities and time pressure. This title provides valuable information needed for successful managers and staff. Written primarily for those who have little to no management training, this title offers practical suggestions for improving effectiveness both as a Supervisor and organization as a whole.

Managing Health Services Goodwin, Nick 2005-12-01 Health care systems are highly complex and dynamic. Different systems around the world vary in the way services are managed yet, regardless of these differences, the need for effective managers and managerial leaders is essential in allowing organizations or professionals to achieve specific goals. This book provides an understanding of the concepts of management, managerial leadership and governance within health care systems. It provides a thorough introduction to, and conceptual framework for, the analysis of health systems management and goes on to examine fundamental management tasks, including: Managing income and finances Managing people Managing strategy and change Managing results

Human Resources Management for Health Care Organizations Joan E. Pynes 2012-01-24 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.

Armstrong's Essential Human Resource Management Practice Michael Armstrong 2010-06-03 Armstrong's Essential Human Resource Management Practice provides a complete overview of the practices and processes fundamental to managing people. The text provides a thorough introduction to the core areas of HR including: people resourcing, performance management, learning and development and rewarding people. It also examines the contribution of HR to organizational aims and objectives and how it is integrated within the business. The book is accompanied by online resources for both lecturers and students and adopts an increased focus on employee engagement, a concept which is becoming increasingly prominent in people management, but which is often presented as a mantra without being properly understood; this is examined in detail with reference to recent research. Michael Armstrong's original Handbook of Human Resource Management is the classic text for all those studying HR or who are entering the profession for the first time. In this new title Michael Armstrong provides a condensed text which has been rewritten with the non-HR student or professional in mind, describing and evaluating key HRM concepts such as: HRM itself; strategic HRM; the resource-based view; the choice between best practice and best fit; human capital measurement; motivation theory; emotional intelligence; the flexible

firm; the learning organization; and financial rewards. Online supporting resources for this book include lecture slides, an instructor's manual, case examples and a literature review.

Basic Concepts of Health Care Human Resource Management with the Navigate 2 Scenario for Health Care Human Resources Nancy J. Niles 2019-05-07 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.

Essential Techniques for Healthcare Managers Leigh W. Cellucci 2010 Healthcare managers ensure that the organization's mission is met, that its goals are achieved, and that the work is done right. This book provides you with the skills, knowledge, and confidence you need to be a successful healthcare manager. This book uses realistic scenarios, cases, and exercises to bring essential management concepts to life. You will learn how to handle management responsibilities such as delegating projects, making ethical decisions, resolving conflicts, defending a budget, and monitoring organizational performance. Also included are an overview of health law and a discussion of diversity issues that will prepare you to work in today's healthcare environment. Topics and techniques covered include: Evidence-based management Ethics Evaluating employees Diversity Decision making Change Teamwork Hiring and terminating Communication Delegation Motivating employees Managing conflicts Leadership Time management Program assessment Legal issues Instructor Resources: PowerPoint slides, discussion points for end-of-chapter questions, and a test bank. To see a sample, click on the Instructor Resource sample tab above.

Human Resources in Healthcare Bruce Fried 2002

Human Resource Management in the Health Care Sector Amarjit S. Sethi 1989-09-12 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.

Essentials of Human Resource Management Shaun Tyson 2012-06-14 Essentials of HRM combines a commentary on organizational behaviour with an explanation of human resource management techniques, and also acts as an introduction to industrial relations. It will prove an invaluable aid to those studying for

professional qualifications, such as Membership of the Institute of Personnel Management or the Diploma in Management Studies, and for students on general business or social service courses. Equally, the practising manager will find this book a useful and practical guide.

Human Resources Management for Public and Nonprofit Organizations Joan E. Pynes 2004-07-29 In this thoroughly revised and updated second edition of *Human Resources Management for Public and Nonprofit Organizations*, Joan E. Pynes—a respected authority in public administration—demonstrates how strategic human resources management is essential for proactively managing change in an environment of tighter budgets, competition from private organizations, the need to maintain and train a more diverse workforce, and job obsolescence brought about by shifts in technology. Complete with a free online instructor's manual, this new edition offers current compensation and budgetary guidance and helps practitioners navigate the newest legal and technological challenges and opportunities in human resource management.

Basic Concepts of Health Care Human Resource Management Niles 2012-03-27 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
The Health Care Manager's Human Resources Handbook Charles R. McConnell 2013 McConnell provides a resource for healthcare department managers who must relate to and work with their HR departments and manage their personnel. He explores strategies to gain the most value out of an organization's HR department.

Evaluation of PEPFAR's Contribution (2012-2017) to Rwanda's Human Resources for Health Program National Academies of Sciences, Engineering, and Medicine 2020-06-22 Since 2004, the U.S. government has supported the global response to HIV/AIDS through the President's Emergency Plan for AIDS Relief (PEPFAR). The Republic of Rwanda, a PEPFAR partner country since the initiative began, has made gains in its HIV response, including increased access to and coverage of antiretroviral therapy and decreased HIV prevalence. However, a persistent shortage in human resources for health (HRH) affects the health of people living with HIV and the entire Rwandan population. Recognizing HRH capabilities as a foundational challenge for the health system and the response to HIV, the Government of Rwanda worked with PEPFAR and other partners to develop a program to strengthen institutional capacity in health professional education and thereby increase the production of high-quality health workers. The Program was fully managed by the Government of Rwanda and was designed to run from 2011 through 2019. PEPFAR initiated funding in 2012. In 2015, PEPFAR adopted a new strategy focused on high-burden geographic areas and key populations, resulting in a reconfiguration of its HIV portfolio in Rwanda and a decision to cease funding the Program, which was determined no longer core to its programming strategy. The last disbursement for the Program from PEPFAR was in 2017. *Evaluation of PEPFAR's Contribution (2012-2017) to Rwanda's Human Resources for Health Program* describes PEPFAR-supported HRH activities in Rwanda in relation to programmatic priorities, outputs, and outcomes and examines, to the extent feasible, the impact on HRH and HIV-related outcomes. The HRH Program more than tripled the country's physician specialist workforce and produced major increases in the numbers and qualifications of nurses and midwives. Partnerships between U.S. institutions and the University of Rwanda introduced new programs, upgraded curricula, and improved the quality of teaching and training for health professionals. Growing the number, skills, and competencies of health workers contributed to direct and indirect improvements in the quality of HIV care. Based on the successes and challenges of the HRH program, the report recommends

that future investments in health professional education be designed within a more comprehensive approach to human resources for health and institutional capacity building, which would strengthen the health system to meet both HIV-specific and more general health needs. The recommendations offer an aspirational framework to reimagine how partnerships are formed, how investments are made, and how the effects of those investments are documented.

The Effective Health Care Supervisor Charles R. McConnell 2011-07-13 The Seventh Edition of this best-selling text continues to offer proven, hands-on, practical applications of both classic and current management principles in the healthcare setting. Packed with strategies, techniques, and tools to build or reinforce your management skills and meet the never-ending challenges that one may face daily as a healthcare supervisor, students and professionals alike will benefit from this classic guidebook that is now more reader-friendly and accessible. NEW to the SECOND EDITION: 4-5 additional review questions for each chapter Expanded material and new exhibits on delegation New discussion on the effects of organizational shuffling on employee motivation Expanded material on the legal implications of performance appraisal New section on Six Sigma New coverage of several more laws that affect employees and employment Updated material on HIPAA implementation Updated material on unions and union organizing in health care. "I have seen numerous texts and this is the best. Students at the grad level and in the field really benefit from it. Thanks for a quality publication." —John A. Romas, MPH, PhD, Health Science, Department, Minnesota State University

Human Resource Management Rae Simons 2011-04-15 Human resource management is the strategic approach to management of an organization's most valuable asset—its people. It covers the recruitment, management, and direction of people who work for the organization and deals with employee compensation and benefits, hiring and training, performance management, organization development, safety and wellness, and organizational communication. *Human Resource Management: Issues, Challenges and Opportunities* covers a broad array of topics on human resources management, including new emphasis on corporate social commitment, management practices that are essential for retaining effective professionals, financial rewards to stimulate longer workforce participation, entrepreneurial leadership, examination of leadership styles in different countries, dealing with organizational change, teamwork and employee resistance, integrating human resources aspects with corporate goals, and more. This book provides an interesting group of chapters that shed light on a variety of international human resources management styles and practices. The competitive nature of twenty-first-century global commerce requires that businesses be managed strategically by managers who are knowledgeable in the principles of the field. The efficient, nonexploitive use of human resources is essential to building successful businesses around the world.

Human Resources Management for Health Care Organizations Joan E. Pynes 2011-12-06 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.

Essentials of International Human Resource Management David C. Thomas 2013-06-28 *Essentials of International Human Resource Management: Managing People Globally*, by David C. Thomas and Mila B. Lazarova, provides concise coverage of key HRM concepts, balancing comparative approaches and US and non-US schools of thought. Not limited to the multinational firm, this book reflects the most current knowledge in the field and considers all types of organizations embedded in the global context. Chapter-

opening vignettes (short cases) exemplify the chapter's core topics and show readers how chapter content can be applied. Extensive references make it easy for readers to explore concepts in more depth.

Essentials of Public Health Management L. Fleming Fallon (Jr.) 2011-05-04 Written for both professionals and students, *Essentials of Public Health Management* is a practical, nontheoretical reference that will prepare the reader for the hands-on management and daily operations of a complex public health department or agency.

Strategic Human Resources Management in Health Services Organizations S. Robert Hernandez 2009-06-22 The third edition of *Strategic Human Resources Management In Health Services Organizations* articulates the links that exist among strategy, organizational design and behavior, and human resources management: It not only describes human resources functions within organizations but also provides a model of major organizational components that shape the human resources options available for health services managers. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Handbook on Human Service Administration Jack Rabin 1988-05-27 Introducing theories and concepts essential for human services administration, this book covers organization theory and management, budgeting and financial management, personnel administration and labor relations, laws and regulations, innovation and change, and data administration and information systems. The author explores bioethics and managing "Babies Doe," legal right to refuse treatment, nursing home payments, and more. He applies important general concepts to specific concerns such as organizational structure and service delivery arrangements, internal financial planning, innovations in drug services delivery, and implementing medical information systems.

Fundamentals of Human Resource Management for Physician Practices and Ambulatory Health Service Organizations PAHCOM 2017-08

Essentials of Managing Human Resources Eileen B. Stewart 2016

Foundations of Health Care Management Bernard J. Healey 2012-08-09 Foundations of Health Care Management Leaders and managers throughout the health care system are facing ever more challenging changes in the way care is delivered, paid for, and evaluated. *Foundations of Health Care Management: Principles and Methods* offers an innovative, concise, reader-friendly introduction to health care management and administration. It addresses the need for new skills in managers of health care facilities and for those planning to enter health care management positions. The book covers such critical topics as leadership training, change management, conflict management techniques, culture building, quality improvement, and communications skills, as well as collaboration in the improvement of population health. *Foundations of Health Care Management* also concentrates on innovations and describes steps in the transition to more decentralized and creative approaches to the management of health care facilities. The book covers physician management from the physician's viewpoint, a valuable perspective for health care managers. The book serves important dual purposes for faculty and students by providing both insights into the health care field as well as foundational content on essential management and leadership competencies. A full set of support materials is available for instructors at the book's companion Web site.

Strategic Human Resource Management in Health Care Grant T. Savage 2010-07-27 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.

Human Resource Management Essentials You Always Wanted To Know Jaquina Gilbert 2020-05-01 The core of every company is its people, and Human Resources Management (HRM) is the key to handling all the complexities of human relations, compensation, conflict resolution, and much more. Strategies and tactics are needed to effectively manage the human resource potential that drives all companies to profitability and success. *Human Resource Management Essentials You Always Wanted To Know* guides readers through the challenges and provides tools to address those challenges. It provides an understanding of areas including: · The concept of HRM · Performance management strategies · Legal and regulatory compliance · Organizational development · Conflict management · Payroll and compensation · Information technology in HRM · Health and safety · Personnel development *Human Resource Management*

Essentials is part of the Self-Learning Management Series focused on working professionals. The series addresses every aspect of business from HR to finance, marketing, and operations. Each book includes fundamentals, important concepts, and well-known principles, as well as practical applications of the subject matter.

Human Resource Management in Health Care L. Fleming Fallon 2007 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.

Essentials of Management for Healthcare Professionals Hari Singh 2017-12-15 Medical care is an industry and private providers and hospitals are the major service providers. They operate on business principles. Hospitals are getting highly specialized and complex. The diagnostics and therapeutics are technology intensive. Private establishments have to compete with one another to remain in business. They strive to induct the best talent and latest technical know-how, resulting in ever-increasing costs to patients. Patients, who pay high charges, demand quality as a matter of right. To meet the challenge, hospitals are constrained to bring in professionalism in their systems and services. They appoint qualified professional managers to manage their clinics and hospitals with a view to sparing health professionals to focus on clinical care. Whether right or wrong, 'management' is often associated with authority and power. As a result, the medical professionals are reduced to secondary level in some organizations. To retain commanding positions in medical organizations, it has become necessary for the healthcare professionals to learn 'management', at least its basics. On the other hand, non-medical managers while managing healthcare services do not get the required cooperation from the medical professionals, as the latter are often secretive and not willing to share medical knowledge. If medical knowledge is demystified, non-medical managers can perform many functions in healthcare organizations proficiently. Both medical and non-medical managers can complement each other in providing quality healthcare services. The book aims to orient clinicians (including physicians and nurses) and other healthcare professionals on the essentials of business management and to familiarize them with management terms and jargon. They can learn to be effective managers besides being health professionals. Similarly, non-medical managers can get familiarized to nuances of clinical care and special managerial requirements of healthcare facilities. They all will be able to relate processes in healthcare settings with the concepts of business management. They can develop expertise on patient relationship management

Strategic Management of Human Resources in Health Services Organizations Myron D. Fottler 1988 This book integrates the principles of human resources management into the strategic management process in the context of health services organizations. It is the first book in the health services field to relate strategic management theory to human resources practices. Specific, real-life examples of human resources management in health care organizations are offered. Chapters cover organizational systems, strategy and people, structural systems (including information systems), behavioral systems (including corporate culture, organizational change, and transformational leadership), and management systems (including recruitment, placement, training, performance appraisal, compensation, and labor relations). Appendixes contain federal recordkeeping requirements and a checklist for a collective bargaining contract.

Essentials of Human Resources Management in Health Services Organizations Myron D. Fottler 1998 This new book focuses on state-of-the-art human resource theory and research. With emphasis on applications to real-life situations, this book views human resources management not as an isolated function, but as an integration of strategic and operational decision-making processes of the health care organization.

Essentials Of Human Resource Management In Health Service Organizations

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