

Human Resource Administration for Medical Practitioners

The Adapting Character of Human Resources in Healthcare

Introduction

Enrol in this training session on human resource management for healthcare professionals to get the essential knowledge needed to oversee the future of healthcare and its workforce. The answers to a number of significant issues that are crucial to understanding the effective healthcare provider of the future will be provided during this training program.

Among these inquiries are:

- Do our systems and procedures aid in identifying personnel that prioritize patient care and empathy?
- Do we know the elements that affect employee turnover and retention if our goal is to keep our staff on board?
- Do we teach managers how to do performance evaluations and mentor staff members toward success if we want them to assist staff members in becoming better?
- The goal of human resources will always be to acquire, develop, and retain the human capital of the company. In today's healthcare firm, HR performs an increasingly complicated function. Strategic abilities are necessary for the most significant of these jobs, which entail strategically directed tasks.

The techniques for raising the likelihood of selecting qualified candidates and having those candidates successfully carry out necessary activities after hiring will be the main topics of this Human Resource Management for Healthcare Professionals training course. Among the subjects to be covered are:

- Figuring out the qualifications for jobs
- Identifying and choosing competent candidates
- Employee education and development to fulfill future organizational demands
- Enough incentives should be offered to draw in and keep outstanding achievers.
- Handle these activities in accordance with the laws, rules, and regulations that society has established.

Objectives

Numerous causes, such as the Covid-19 pandemic's heightened demands, quickly evolving technology, economic constraints, unparalleled consumer access to

information, and changing demographics, are causing substantial changes in the healthcare industry. Any healthcare system must adapt to change; a recent Google search for "healthcare change" produced 602,000,000 results.

The foundation of the healthcare organization is its human resources department, or the people side of the business. It is evident that, despite the notable increase in health care employment over the last ten years, there is still a serious staffing deficit as the population ages. People in communities throughout the globe are facing a lack of workers in every aspect of the healthcare industry. Healthcare professionals are a rare resource that we must cherish, develop, and treat with the highest care now more than ever.

You will get knowledge of the following by taking the Human Resource Management for Healthcare Professionals training course:

- How to anticipate and address a shortage of personnel
- Finding strategies to lower turnover and calculating turnover rates
- Handling fatigue among employees
- Requirements for training and development as well as maintaining licenses
- Creating and carrying out initiatives for employee engagement

Training Methodology

The course goals will be communicated and delivered using a variety of ways in this GLOMACS training program, including PowerPoint slides, videos, other media, and case studies. Participation from the full audience as well as small groups is required for this participatory performance.

Organizational impacts

The healthcare industry's management must pay close attention to the organizational and environmental characteristics as well as the variables that impact employee performance, given the high labour intensity and unpredictability of professional practice and individual performance.

- Take part in the process of creating the strategy direction and alignment.
- Build a long-term, forward-thinking, and global skill set.
- Align the HR strategy of the company by getting it ready for change and concentrating on its demands for human capital.
- Help other functional areas fulfil their strategic responsibilities by bringing in and keeping the right personnel.
- Restructure the HR function's operational and administrative responsibilities.

Personal Impact

Through enrolment in this Human Resource Management for Healthcare Professionals course, you will get the necessary information to get your company ready for the future. Healthcare companies that manage their people resources well have a competitive edge. This competitive edge might come from differentiating your goods or offering lower prices. Which option they choose depends on how well their human resource management systems work.

Healthcare managers who can manage change via devoted and engaged staff and enhance organizational performance will be the leaders of the future. You can use people to gain a sustainable competitive advantage if you use the following ideas:

- The organization's human resources increase the efficacy and efficiency of the organization.
- Competitors do not have equal access to the information and abilities of the personnel.
- The human resources are hard to replicate or replicate.
- The way human resources are arranged allows abilities to be pooled and used as needed.
- Being proactive as opposed to reactive
- Including line managers in the process of human resource planning

Who should attend?

A wide range of professionals can benefit from this Course N Carry Human Resource Management for Healthcare Professionals training course, but the following will be especially beneficial:

- HR experts in L&D, talent and succession, and resource allocation
- Business Partners in HR
- Talent management is the job of healthcare managers.
- Senior Managers are charge of allocating resources to their division, business, or department
- Senior Managers in charge of formulating and creating organizational strategies

Course Outline

Day 1

Human Resource Management in a Strategic Way

- Important Success Criteria for Strategic Management and Planning
- Process of Strategic Planning and Management
- Tools for Environmental Analysis and Systems Theory
- Specifying the Goals, Mission, and Values
- Syncing Up Budgets and Strategies
- Assessing Strategic Outcomes and Performance

Day 2

The Professionalization, Licensure, and Certification of the Healthcare Profession

- Finding, involving, and keeping doctors and nurses
- Finding, employing, and keeping Allied Health Professionals and Pharmacists
- Healthcare administration involves the art of managing medical personnel well
- Management and Policy for Health
- The Changing Face of the Medical Field

Day 3

Organizational Structure and Function of Human Resources

- Establishing a Culture of HR Service
- HR Stakeholders, Both Internal and External
- The Human Resources Department
- Putting Human Resources on Display

Day 4

Organizational Development and Effectiveness

- Interventions and Organizational Development
- Increasing Efficiency Within the Organization
- Increasing Group Effectiveness
- Increasing Personal Output
- Planning and Strategies for Workforce Management
- Employee Engagement and Talent Acquisition
- Activities for Learning and Development

Day 5

Healthcare's Future Using Human Resources

- The Dispute Resolution Employment Relationship Strategy
- Technology Management for HR
- Opportunities and Risks in Technology
- Risk Management in HR

- Diversity, Inclusivity, and Social Responsibility in Business