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*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*

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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

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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

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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,

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this text is an essential resource for HRM students and practitioners alike.

"This book presents the tools and techniques behind effective management of people—the healthcare profession's most important

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asset"--

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Services Organizations
articulates the links that
exist among strategy,
organizational design and*

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*behavior, and human
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only describes human
resources functions within
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provides a model of major
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that shape the human*

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*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*

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*the concepts and practical
tools necessary for meeting
the unique challenges in
today's healthcare
environment. This edition
has been thoroughly revised
and includes the following
new content: An expanded*

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*chapter on employment law
and employee relations A new
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organizations New problem-*

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*based learning cases to
engage students and expand
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discussion questions, and
exercises throughout
Strategic management of HR
in health care is important*

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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

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Light on complex theoretical

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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

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also a valuable resource for current health care organizations.

Human resources management is essential for any workplace environment and is deemed most effective when a strategic focus is in place

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to ensure that people can facilitate that achievement of organizational goals. But, effective human resource management also contains an element of risk management for an organization which, as a

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minimum, ensures legislative compliance. Human Resources Management: Concepts, Methodologies, Tools, and Applications compiles the most sought after case studies, architectures, frameworks, methodologies,

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*technologies, methods and
design, applications,
managerial impact,
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perspectives, critical
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***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,

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***websites and
organizations.***

***In this analysis of the
global workforce, the
Joint Learning Initiative, a
consortium of more than
100 health leaders,***

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***proposes that
mobilization and
strengthening of human
resources for health,
neglected yet critical, is
central to combating
health crises in some of***

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***the world's poorest
countries and for building
sustainable health
systems everywhere.
Worker shortage, skill
mix imbalance,
maldistribution, negative***

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***work environments, and
weak knowledge bases
challenge nearly all
countries. Especially in
the poorest countries,
the workforce is under
assault by a triple threat***

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***of HIV/AIDS, out-
migration, and
inadequate investment.
Effective country
strategies should be
launched and backed by
international***

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***reinforcement. These
include urgently
mobilizing one million
more health workers for
Africa, and focusing
efforts on the
unremunerated***

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community-level health workers, the majority of whom are women. Ultimately, the crisis in human resources is a shared problem requiring shared responsibility for

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***cooperative action.
Alliances for action are
recommended to
strengthen the
performance of all actors
while expanding space
and energy for new ones.***

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***Customer Focused
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* Present Trands that
Affect the Future of HRM
and Healthcare
Workforce * Index About
the Authors.***

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While communicating is a vital skill for managers at all organizational levels and in all functional areas, human resource managers are expected to be especially adept

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***communicators, given the
important interpersonal
component of their roles.
Practitioners and
scholars alike stand to
benefit from
incorporating an updated***

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***and more nuanced view
of communication theory
and practice into
standard human resource
management practices.
This book compiles
readings by thought***

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***leaders in human
resource management
and communication,
exploring the intersection
of interests, theories, and
perspectives from the
two fields to highlight***

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***new opportunities for
research and practice. In
addition to covering the
foundations of strategic
human resource
management, the book:
offers a critical review of***

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***the research literature on
topics including
recruitment, selection,
performance
management,
compensation, and
development uses a***

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***communication
perspective to analyze
the impact of corporate
strategy on human
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investigates the key
human resource***

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***management topic of the
relationship between a
company's human capital
and its effectiveness
directly discusses the
implications of
communication literature***

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***for human resource
management practice
Written at the cross-
section of two
established and critically
linked fields, this book is
a must-have for graduate***

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**human resource
management and
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as well as for high-level
human resource
management**

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practitioners.

***This handbook offers
health managers,
researchers and policy
makers a comprehensive
and standard reference
for monitoring and***

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***evaluating human
resources for health. It
brings together an
analytical framework with
strategy options for
improving the health
workforce information***

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and evidence base, as well as country experiences to highlight approaches that have worked. It is a joint publication of the World Health Organization,

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***World Bank and United
States Agency for
International
Development.--Publisher'
s description.
This comprehensive
management manual***

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***brings together a holistic
philosophy of health care,
an overview of good
business practices, and
guidelines for compliance
to national and
international hospital***

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**accreditation standards.
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conceptual frameworks
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delivery, strategic
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governance, financial**

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***management, human
resource management,
and continuous quality
improvement. The
philosophy of Ubuntu, the
African notion that
everyone in a community***

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***is responsible for the
welfare of its members, is
also discussed as a
necessary consideration
in all health care
decisions.***

Human resources are the

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bedrock of healthcare organizations. Yet healthcare faces severe staffing shortages, both as a result of the aging population and workforce and because of wide

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***disparities in the
geographic distribution of
workers. To attract and
retain this increasingly
scarce resource and to
inspire the best from
their employees***

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must know how to
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success. Fundamentals of
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workforce management,
presenting proven best
practices and evidence-
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forth fundamental
concepts that will help***

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succeed at the most
important and
challenging part of their
job: managing people.
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***context of today's
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***organization not just
those employed in the
human resources
department this book
establishes a vision in
which everyone is a
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manager.

***While many countries
enjoy the benefits of
modern healthcare
systems and social and
economic policies that
improve life expectancy,***

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many countries still have high maternal and infant mortality rates, struggle with infectious diseases, and face critical human resource shortages in healthcare. Human

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***Resources in Healthcare,
Health Informatics and
Healthcare Systems
addresses two major
problems that threaten
the health of the human
race. The first of which is***

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***the lack of human
resources in healthcare.
We need to ensure that
we have an adequate
number of healthcare
professionals who are
highly motivated and***

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properly trained.

Furthermore, we need to ensure that they have the latest health technology at their disposal, which is the second major issue facing the world today.

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excellent resource, and its focus on
developing and transitional

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countries fills something of a gap in the literature. It is a welcome addition to the list of resources available to HR managers working in the international scene.' -

Geoffrey De Lacy, HR Monthly

This book presents Human Resource

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Management (HRM) as a tool for improving the performance of organizations in developing and transitional countries. It does this through the presentation of an integrated model of human resource management, informed by the

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This practical, hands-on book introduces human resources to those who are preparing to work in any area of health care or health service.

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the material that follows. The case study is resolved at the conclusion of each chapter along with expert commentary and practical suggestions that can be used in the real world. Chapters also feature learning objectives, discussion

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section on health care legislation □
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.

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"The material in this book brings human resource management to life for learners at any level by offering a fresh approach to the subject based on real-world examples" --Cover.

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the authors of Handbook for the
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Human Resources Management for
Public and Nonprofit Organizations,
the book covers the context of
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unique health care business arena

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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

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appraisal instruments, training and development programs, and recruitment, targeted selection and hiring techniques are covered. Compensation policies and practices, employer-provided benefits management,

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immigrant and refugee issues in human resources management, pay dispersion issues, network structures and human resources management, human resources issues in family organizations and managing human resources during economic downturns. The core resources and capabilities of

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any nonprofit organization lie in their human capital; their knowledge, skills and behaviors are critical to the achievement of the organization's mission and performance. Thus, effective management of this key resource is integral to the nonprofit organization's success. This book

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focuses on the unique characteristics, challenges and contribution of human resource management to the strategic objectives of the nonprofit. It explores contemporary issues that place the management of people at the intersection between the mission, strategy and performance of the

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organization. The book: * Uses the latest theory to build models that explain the determinants and dimensions of strategic HRM within the nonprofit sector * Examines the core HRM functions in the context of the nonprofit sector to provide insight into how nonprofits can optimize HRM

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contributions to performance *

Provides a step-by-step process to develop, implement and manage HR practices that are aligned with the strategy of the nonprofit organization *

Demonstrates how to integrate volunteer management into strategic HRM Using examples from around the

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world, as well as cases to facilitate learning, this book is ideal for students and professionals interested in strategic human resource management, and nonprofit management.

Human Resource Management provides readers with a complete,

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comprehensive review of essential personnel management concepts and techniques in a highly readable and understandable form. Coverage emphasizes essential themes throughout the book, including the building of better, faster, more competitive organizations through

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HRM; practical applications that help all managers deal with their personnel-related responsibilities; and technology and HR. Specific topics include the strategic role of human resource management; equal opportunity and the law; job analysis; personnel planning and recruiting; employee

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testing and selection; interviewing candidates; training and developing employees; managing organizational renewal; appraising performance; managing careers and fair treatment; establishing pay plans; pay-for-performance and financial incentives; benefits and services; labor relations

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and collective bargaining; employee safety and health; managing human resources in an international business; human resources information systems and technology. For practicing Human Resource Managers as well as any business managers who deal with human resource/personnel issues.

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Good strategies can fail because they are poorly implemented. Behind this straightforward statement is a complex reality. This innovative volume explores various aspects of strategy implementation, a process that is as challenging as it is important. For strategies to be implemented

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effectively, firms must have the right resources and capabilities available. Available resources must be integrated in ways that create the capabilities needed and then those capabilities must be leveraged to effectively implement the strategy in order to create and sustain a

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competitive advantage. This handbook focuses on how strategy implementation is influenced by resources and governance, human capital and management of it, and accounting-based control systems. It examines how the dynamic, competitive, and international

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environment increases the importance of knowledge and its acquisition, effective governance as a signal of proper incentives, the interaction of legality and legitimacy, and the connections between compliance and enforcement. Because people implement the strategies through the

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completion of their job tasks and achievement of their job-related goals, the second section explores how changes in workforce demographics have influenced and may influence strategy. Major factors include the greater proportion of older workers and the increasing role women play in

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leadership. Acquiring, developing, and having a motivated work force is critical to implementation, whether and how best practices spread is explored, as is the effectiveness of setting goals. Controlling managerial behavior plays a critical role in the implementation of strategies, and is the focus of the third

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section on accounting-based control systems. These can be helpful both in identifying inappropriate behaviors and in promoting positive managerial actions to achieve desired financial outcomes. They can also encourage experimentation and creativity. The effectiveness of accounting and

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accountability systems is influenced by four dimensions, including the intended users, standards of compliance, enforcement criteria, and the assurance process.

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