



# Health Care Resource Management

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# Health Care Resource Management

**Nancy J. Niles**



## **Health Care Resource Management:**

**Human Resource Management in Health Care** L. Fleming Fallon Jr., Charles R. McConnell, 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 reorganized 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.

### **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.

*Introduction to Health Care Management* Sharon B.

Buchbinder, Nancy H. Shanks, 2011-07-19 *Health Care Resource Management* Sylvia Anderson Price, Marylane Wade Koch, Sandra Bassett, 1998 This text provides a comprehensive analysis of the utilization of health care resources and issues relevant to nurses and health care personnel. It emphasizes cost-effective approaches to the delivery of health care, the nurse's important role in delivering high-quality care. This text also provides some new and innovative perspectives on how nurses and health care personnel can manage resources efficiently and it takes a look at the present and future challenges of health care resource management. Provides an analysis of resource management systems that will minimize resource consumption to maximize consumer satisfaction. Presents a conceptual model for managing health care. Provides a broad perspective on the need for effective health resource management specific to nursing and the health care industry. Presents discussion and analysis of quality improvement outcomes and promotes strategies for cost containment. Addresses the financial and economic forces impacting nursing care as well as the entire health care industry. Analyzes the future trends and challenges.

related to resource management which nurses will face as our health care delivery system continues to evolve Presents case studies followed by thought provoking questions throughout the text to help readers learn and understand how nurses impact the cost effective utilization of resources within the health care delivery system      **Strategic Human Resource**

**Management in Health Care** Grant T. Savage, Myron D. Fottler, Naresh Khatri, 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      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      **A Healthcare Solution** Mark A. Vonderembse, David D.

Dobrzykowski, 2016-10-14 The evidence is undeniable By any measure the US spends more on healthcare than any other country in the world yet its health outcomes as measure by longevity are in the bottom half among developed countries and its health related quality of life has remained constant or declined since 1998 In addition to high costs and lower than expected outcomes the healthcare delivery system is plagued by treatment delays as it can take weeks to see a specialist and many people have limited or no access to care Part of the challenge is that the healthcare delivery system is a large complex and sophisticated value creation chain Successfully changing this highly interconnected system is difficult and time consuming because the underlying problems are hard to comprehend the root causes are many the solution is unclear and the relationships among problems causes and solution are multifaceted To address these issues the book carefully explains the underlying problems examines their root causes using information data and logic and presents a comprehensive and integrated solution that addresses these causes These three steps are the methodological backbone of this book A solution depends on understanding and applying the principles of patient centered care PCC and resource management PCC puts patients supported by their primary care physicians back in the role as decision makers and depends on patients being responsible for their health including making good life style choices After all the best way to reduce healthcare costs and increase quality of life is to improve our health and wellness and as a result need less care In addition health insurance must be rethought and redesigned so it is less likely to lead to overuse For many people with health insurance the out of pocket

cost of healthcare are small so healthcare decision making is often biased toward consumption Effective resource management means that healthcare providers must do a better job of acquiring and using resources in order to provide care quickly productively and correctly This means improving healthcare strategy and management accelerating the use of information technology making drug costs affordable and fair reducing the incidence of malpractice and rebuilding the provider network In addition implementation is difficult because there are many participants in the healthcare delivery value chain such as physicians nurses and medical technicians as well as many provider organizations such as hospitals clinics physician offices and labs Further up the value chain there are pharmaceutical companies equipment providers and other suppliers These participants have diverse and sometimes conflicting goals but each must be willing to accept change and work in a coordinated manner to improve healthcare To overcome these problems strong national leadership is needed to get the attention and support from the people and organizations involved in healthcare and to make the comprehensive changes that will lower healthcare costs improve healthcare quality eliminate delays increase access and enhance patient satisfaction

Human Resource Management in Health Care Charles R. McConnell, 2019-10-10 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 *Managing Human Resources in Health Care Organizations* Leiyu Shi, 2006-05-22 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 **Human Resources Management for Health Care Organizations** Joan E.

Pynes, Donald N. Lombardi, 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

**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

**Health Care Resource Management**, 1998 *Introduction to Health Care Management* Sharon Bell Buchbinder, Nancy H. Shanks, 2007 Introduction to Health Care Management is a concise reader friendly introductory healthcare management book that covers a wide variety of healthcare settings from hospitals to nursing homes and clinics It is the perfect resource for students of healthcare management nursing allied health business administration pharmacology occupational therapy public administration and public health Jacket

Human Resources in Healthcare Bruce Fried, James A. Johnson, 2002 **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

*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

**Healthcare Human Resource Management** Walter J. Flynn, 2004 This text provides a comprehensive human resource

management foundation for those who intend to work or are working in healthcare settings Flynn and Langan bring the most current and relevant health care applications based on years of experience as successful HR practitioners in the healthcare field Mathis and Jackson add their academic and practical insights The result is a valuable book providing the best foundation in Healthcare HR management application and concepts

### **The Innovation Imperative in Health Care Organisations**

Peter Spurgeon, Cary L. Cooper, Ronald J. Burke, 2012-01-01 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

### **Resource Management in Health and Social Care**

William Bryans, 2005 Providing straightforward ways to help managers and front line staff cope with the varied difficulties of managing limited resources this work presents guidance and advice on how to improve business administrative and budget competencies for those who wish to design a fresh approach

### Healthcare Recommender Systems

Simar Preet Singh, Deepak Kumar Jain, Johan Debye, 2025-06-25 The book explores the complete system perspective underlying theories modelling and the applications of pattern recognition in Healthcare Recommender System Considering the interest of researchers and academicians editors here aim to present this book in a multidimensional perspective that will be covering Healthcare Recommender Systems in depth considering pattern recognition techniques using amalgamation of emerging

technologies It aims to cover all topics ranging from discussion of recommender system to efficient management to recent research challenges and issues Editors aim to present the book in a self sufficient manner and in order to achieve this the book has been organized into various chapters The prime focus of the book is to explore the various issues challenges and research directions of pattern recognition in Healthcare Recommender Systems The table of contents is designed in a manner so as to provide the reader with a broad list of its applications Additionally the book addresses the transformations in the area of Healthcare Recommender Systems Thus the book plans to discuss the recent research trends and advanced topics in the field of healthcare automation system which will be of interest to industry experts academicians and researchers working in this area Hence the editors aim is to cover diversity in the domain while achieving completeness



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