



## Human Resource Management for Hospitals Course

### Summary

Organizational success can be positively impacted by effective human resource management as recruiting and retaining talented employees can create a competitive advantage. This course is designed to give healthcare professionals the basic knowledge and skills needed to perform human resource management functions. It will also benefit human resource management professionals that are new to healthcare. Human resource management practices and methods will be reviewed and workshops will be utilized to practice newly acquired skills.

### Goals and Objectives

By the end of this course, participants will:

- Have knowledge and an understanding of the current theories and practice of human resource management in healthcare organizations
- Understand the essential elements of human resource planning processes and the implementation of those processes within the organization's overall staffing function
- Improve their talent development and retention skills

### Classroom sessions will include presentations and workshops on

- Current theories and practice of human resource management in healthcare organizations
- Human resource (workforce) planning and implementation processes
- Talent development and retention
- Recruitment and selection
- Training and education
- Performance evaluation
- Ethical and legal issues
- Strategic management of human resources
- Managing labor disputes and difficult employees
- Human resource management and international accreditation