**Health Care Human Resources Management**

HRM (Human resource management) denotes the tactical practice for the effective administration of workers of an organization to help the organization realize its goals and competitive lead. Often defined as HR, the human resource manager designs the approaches to maximizing the performance of the worker in their service of the company's strategic goals. This paper discusses current trends in healthcare and the signification opportunities of HR in healthcare. The paper also offers recommendations on HR model and strategy for an acute hospital.

**Analysis**

Shortages in talent, as well as the lack of non-technical skills, are the two existing trends affecting HR (human resources management) in health care. The most challenging and biggest problems in hiring and recruiting healthcare experts are the absence of people that are talented. The industry of Healthcare has lacked highly-qualified and skilled candidates for several years. By the end of 2018, almost 23 % of the prevailing workforce in healthcare will reach the age of retirement. The American Association of Medical Colleges has reported that by 2025, there shall be a scarcity of about 94000 medical personnel. An interpretation of these statistics indicates that the United States will face a shortage in the talent of about 1 million healthcare personnel in the next seven years. Besides causing difficulty in healthcare facilities to uphold adequate levels of staffing or even handpicking the finest individuals, this is a gap shall compress further the talent market. The United States shall have to recruit or even hire about 2.4 million healthcare employees by the year 2025 if the nation is to sufficiently care for its population (van den Broek, Boselie & Paauwe, 2018).

The other trend in healthcare that is impacting HRM is the lack of non-technical skills in prevailing and prospective employees. There is a shortage of non-technical skills in candidates and prevailing healthcare employees. Non-technical skills are the cognitive, personal and social skills that enhance the ways healthcare employees discharge their technical expertise, procedures, and tasks. Non-Technical Skills are the relational skills that consist of communication, leadership, team-work, situation-awareness and decision-making skills. In the development of such non-technical skills, the healthcare employees learn ways of dealing with several but different health situations. There are over 250000 deaths every in the U.S because of medical fault. Majority of medical faults are not inherently due to bad medics but poorly harmonized care, disjointed insurance systems, underuse or absence of care nets, and unwarranted variations in patterns of practice that run short of accountability (van den Broek, Boselie & Paauwe, 2018).

The inclusion of the HR in the designing of the strategic business plans is one of the significant openings for any Human Resource manager to be a more policy partner in the hospital. Involving the HR in designing the strategic business plans helps bridge-the-gap between the different organization sectors balance the organization, stakeholders and employees’ needs. The HR helps in aligning the energies of the several organization functions with the set goals. The HR supports the functions of the organization by, retaining, developing and recruiting essential team members. The HR drives values of the organization by focusing on both internal and external tasks of the organization, operation, competition as well as the influences of progress. The justification is that HRs the capacity to maintain change, undertake environmental skimming, and outsource any processes linked to it. The HR is crucial in coaching leadership, building a strong character with every employee. Therefore, the HR prevails as the most appropriate personnel in the organization that must be lead in the progress of the company strategic blueprint, provide important elements and also measure organization success. For the organization to be successful or undergo a positive evolution, the HR must be one of the strategic planners and key leaders in the organization.

The recommended HR (human resources management) model that can be most suitable for the organization is the making the HR part of the leadership. In the HR having a seat on the executive committee of the board and the organization focusing on hot-housing prospective leaders or developing internal talent, the organization will attract the talent needed. To generate the needed kind of Human resource database, the HR must have the capacity and also create job descriptions. The HR manager must develop several templates on individual-profile that inquire into issues beyond every curriculum vitae of an employee to define the cultural links, language abilities, regions visited, interests and hobbies (Whaley & Gillis, 2018).

For an HR intending to advance more actual relations between HR (Human Resources) and managers and senior executives of the hospital, the strategy recommended is decentralization of responsibilities. Mobility helps the manager of Human Resource to evaluate the administrators in the various hospital departments in terms of readiness to transfer to fresh positions and their experience and ability. The ability of employees or health personnel to move down and up the pyramid of mobility at several career stages, dependent on the family as well as other obligations helps the HR and employee discover their strengths and weaknesses. The department of HR must consider mobility as the graduated measure for constant reassessment due to the altering circumstances in the lives of the managers and opportunities of the organization. To inspire personnel mobility, every profile of an employee in the organization database must have some field in which the functional specialists and managers assess the area reason and the purpose such employ needs to move. Where a project or job arises, the HR and organization can swiftly decide the person willing and able to undertake it. The practice shall also encourage engagement of employees as well as managers of the organization to choose fitting assignments as well as be open to suggestion the HR will also be able to contrast ways of using existing internal talent (Whaley & Gillis, 2018).

The 1990 ADA (American with Disabilities) Act is the particular law of employment that might impact on the process of selection and hire at an acute hospital. The 1990 ADA (American with Disabilities) Act forbids discrimination in the promotion, hiring or such other occupation of people with disabilities. This Act similarly requires the companies with businesses of over 2500 US dollars in the national government to employ guidelines of affirmative action. The guidelines are intended to promote and employ qualified persons with disabilities. Additionally, any organization with over 50 personnel or operational government agreements past $50000 US dollars must possess formal programs of affirmative action as directed by the US Office of Federal Contract Compliance Program (Sample, 2017). The Acute hospital must, for such reasons, institute the needed adjustments for the mental or physical limitations of it applications or employees. The Acute hospital must guarantee that all personnel is fairly and equally treated and that any accommodations essential to their jobs are freely available to the qualified individuals regardless of their request or no. The disability of individual is unnecessary because it is customarily past their abilities. All that must matter to the acute hospital is their qualification and skills for such a position.

**Conclusion**

The shortage of talent and non-technical skills are the current HR trends in healthcare. Making the HR part of the executive committee of the board will help in closing the gap between hospital departments, balance the organization, stakeholders and employees’ needs. Decentralization is a vital HR strategy to achieve set goals at the various levels of the hospital.

**References**

Sample, J. A. (2017). Human Resource Management in State and Local Government in the United States: Avoiding Liability for Discrimination Under Title 42 USC § 1983. *International Journal of Human Resource Studies*, *7*(3), 131-147.

van den Broek, J., Boselie, P., & Paauwe, J. (2018). Cooperative innovation through a talent management pool: A qualitative study on coopetition in healthcare. *European Management Journal*, *36*(1), 135-144.

Whaley, A., & Gillis, W. E. (2018). Leadership development programs for health care middle managers: An exploration of the top management team member perspective. *Health care management review*, *43*(1), 79-89.