

How human
resources
management
provides a mandatory
organized structure in
the he...

[Environment](#), [Ecology](#)



\n[[toc title="Table of Contents"](#)]\n

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1. [Difference between HRM and HRD](#) \n \t
2. [HRD functional roles](#) \n \t
3. [Employee Relations](#) \n \t
4. [Training and Development](#) \n \t
5. [The impact of human resources on health sector reform](#) \n

\n[/toc]\n \n

The human resource managers are often mandated with the role of overseeing the administrative affairs in any organization. Many companies have acknowledged the advantage of a Human resource department and having HR practitioners in their companies. The healthcare sector is no exception, in the recent past; the healthcare sector has hired human resource practitioners to help salvage the industry. The economic instability and uncoordinated experienced personnel in the healthcare sector needed to be straightened. The presence of the HR services in healthcare has helped in delivering quality and fast services to the people. The Human resource department and the human resource management are similar but they are mandated to perform different tasks. This paper will look at the difference of the Human resource department and the Human resource management and at the same time outline the advantage of human resource in the healthcare sector.

Difference between HRM and HRD

To start with HRM is the abbreviation of human resource management. This is an art of managing the workforce of any particular organization. HRM's main purpose is to ensure that the employees have a good working condition where they can freely and fully exercise their skills optimally to achieve the company's goals. In instances where the human resource management apply in bid companies, there is need for sub categories and that is where the human resource department comes in. it is a key component of human resource management which is aimed at improving and nurturing the skills of the employees. The process of hiring new employees can be quite cumbersome so many companies put in place a human resource department that helps to ensure that the employee turnover is reduced and at the same time ensure that the employees work for the company for a considerably long time.

Human resource management is usually independent where it has some sub sections such as recruitment and retention, appraisal, compensation and HRD. The human resource department section is not only mandated to promote skills but also promoting the livelihoods of the employees. The employees' needs are always changing and the company needs to put up with the changes. That is where the human resource department comes in as a savior.

HRD functional roles

Employee Relations

The human resource management is also mandated with other tasks such as employee relations. The department's role is to ensure that the relationship between the employees and the top management of a company are strengthened by putting systems in place that allow for coordinated communication and passing of instructions. This is because for a company to have a team of motivated employees, the management has to constantly engage them and monitor the progress. All these functions are made possible by the human resource department.

Training and Development

As mentioned earlier, the human resource department is also mandated with the task of training and developing their employees. They consistently provide the necessary skills and tools to the employees so that they can be effective in their job. The department provides development training to their employees to ensure that a transition in to a more efficient business culture is attained for the organization.

The impact of human resources on health sector reform

It is both important and useful for the healthcare sector to have human resource management. It surely helps to transform services that are offered and develops a good relationship between a client and the healthcare facility. The reforms of the healthcare sector vary owing to the different trends practiced by different countries but the achieved results are somewhat similar. Human resource initiatives improve efficiency in the

healthcare sector. HR has helped a big deal in bringing equality in the healthcare sector as well as retaining health workers. This is because it has introduced financial security for the healthcare workers and other vulnerable groups that need healthcare assistance but do not have money. The introduction of human resource in healthcare asserts satisfaction of service to the patients. Human resource involves the improvement of both technical and social cultural services for the workers and the patients. As observed, human resource is truly a transformative system that helps a company to operate and operate at its best.