

The role of hr in health care settings

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The Role of HR in Health Care Settings The role of HR in Health Care settings Nursing managers, according to Stewart, McGoldrick and Watson (2002), are in most cases tentative in regard to the functions and responsibilities played by the HR within health care institutions or organizations. Moreover, nursing managers do not comprehend the roles played by the HR concerning the staff particularly in terms of management hence are not sure of how the HR ought to assist them. This paper offers a description of my experience conducting a media survey on HR, including my survey results and my reactions to the survey. In addition, this paper elucidates perceptions I held regarding the role of HR compared to the role of the nurse manager. A description of how the perceptions were similar or different from the roles outlined in the learning resources is also covered. Subsequently, my experiences that may have influenced my perceptions are also outlined in this paper.

Before delineating these issues, it is of importance to mention the different roles of HR and nurse managers. The HR is mandated with the role of negotiating the pay package, giving advice on rules and regulations pertaining to employment, organizing all aspects relating to recruitment of new employees, and giving recommendations when it comes to terminating employment. Nurse managers are the ultimate decision makers when recruiting and terminating new employees, perform sporadic appraisals of performance, gives constant trainings to employees, and also ensure a conducive and friendly working environment (Introduction to Healthcare Human Resources Management Program Transcript, 2002).

My experience conducting the media survey was rather mystifying. This is

attributed to my perceptions on the different roles of the nurse managers and the HR. Therefore, I got some of the questions on the media survey right and some wrong. To get all the survey questions right, one needs to have a clear comprehension of the different roles of nurse managers and HR before conducting the survey. This would help in doing away with personal opinions or perceptions regarding their divergent roles. My initial perception was that the roles of the two entities were entangled, meaning they do not differ as much. One of the assumption I had is that HR and nurse managers do not work together. Based on the results from the survey, it was clear that my perception was wrong. In fact, my perception was that HR does a lot more than I even knew with the nurse managers. According to Stewart, McGoldrick, and Watson (2002) the role of the HR is "To manage and coordinate the development of professionals and managers, amongst other" (p. 231). The role of the nurse manager on the other hand involves management of activities, and decision making. To achieve effective results, these both entities must work together (International Counsel of Nurses, 2011).

Secondly, I did not know that the HR is mandated with the development of performance appraisal systems. My perception was that the development of the performance appraisal system was the mandate of my peers or nurses. Kellough and Nigro (2005) articulates the fact that the roles of the HR include "Recruitment, selection, performance evaluation, training and development, and employee discipline" (p. 206). This clearly shows that my perception was not in line with the actual role of the HR. Collaboration of the HR and nurse managers is reiterated in the Introduction to Healthcare

Human Resources Management Program Transcript (2012). It states that nurse managers ought to engage the HR specialists in evaluating employees performance using the relevant tools. Effective collaboration between the HR and nurse managers creates a constructive working environment hence helpful working relationships.

It is however worth noting that nothing really influenced my perceptions; in real sense, these were my assumptions based on the fact that I was never told. Through the appraisal, I was able to have a clear understanding and comprehension of the different roles of the HR and the nurse managers. In conclusion, the HR personnel ought to work together with nurse managers in order to boost better working relationships and organization of activities within health care institutions.

References

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