

# Personal reflection paper

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Personal Reflection about Interaction with Human Resource Staff  
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Personal reflection is an overall personal experience that helps one acquire skills and examine their effectiveness in relation to planning for the future. Human resource management (HRM) is a unit in an organization that is designed to maximize the performance of the workers with the aim of meeting the employer's strategic objectives. The human resource (HR) in health organization works towards maximizing the quality of health status for its success. The (HR) staff employs techniques such as those discussed below to promote the quality services

#### Recruitment and sacking of employee

The HR staff has the responsibility to hire and terminate the employment of workers. They carry out interviews to select the most competent persons with integrity. This process should be fair to have the right persons employed. It determines whether the candidates possess the health skills and knowledge needed to execute health duties with quality performance. Disciplinary terminations are also carried out by the HR staff. The health sector is demanding, and competent people are needed to provide proper services.

#### Training of employees

Healthcare industry has a significant difference from other enterprises and thus requires the personnel to have sufficient knowledge and skills in performing their duties. Due to the changes in the health care systems technology has been introduced and much of the work computerized thus frequent training and workshops needed for employers. The HR staff is consistently providing training for its employees hence equipping them with

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the right skills and making them more competent. The process of training is working out well for the health organization and has highly contributed to the success of the health care by enhancing its credibility.

#### Employee morale

The HR staff has a significant role in motivating the health care employees on their performance. The staff does various things to ensure that the workers' performance will lead to attaining organizations goal and also give recommendable services as required. HR staff has provided benefits to employees such as promotions for the best performing workers. It has great an impact on the health care center since the employees get devoted to providing quality work that contributed the well-being of its clients since they get proper attention. The HR has initiated employee empowerment programs and also gives incentive to employees to motivate them.

#### Strategic planning and management of risk

The HR has a responsibility to plan for the organization. In the health care enterprises, planning is essential and demanding than other firms.

Management of risk relies on planning. In health business where the well-being of the society is dependent on, it calls for inclusive participation in planning. The HR controls planning process. Proper planning will ensure that all stakeholders support the implementation process and in turn lead to attaining maximum health objectives.

A few issues may undermine the performance of the HRM like if the cases of corruption arise. Fortunately, Most of the responsibilities of the HR staff work well for the organization in improving the health of the people in the society. For example, training of the employees will in future enhance the credibility of the organization and improve the health status in the society.

## References

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