

Human resource management roles



Human Resource Management Roles Cathy A. Schram June 4, 2012 HCS

341 Nichole Harris There will be a written explanation of what is the human resources management role. Human resources managers have a busy job, especially in a hospital setting or any other health care facilities.

Management of the human resources is crucial importance concerning the day to day tasks. Many people think working as a manager of the human resources department it is easy, but it is not. As the paper continues there will be examples of some of the work human resources managers do every day. Human resources departments have major roles in the health care industry, they need to know and understanding the way the health care industry works and the possibility of consumers to physicians, and the regulations (ASHHRA, 2011). When it concerns hiring new staff the human resources department must go through many applicants who have applied for job openings and to see who has the most qualifications to work in the health care organizations.

It is important that people in the human resources department work close with each individual and works with each new employee to ensure that the organization will be successful. The human resources department does help the whole organization and work side by side to accomplish every day goals set for the organization. The health care industry is always facing some type of challenges, and they can range from economic pressures and regulatory compliance issue, to industry consolidation and a shortage of health care professionals with qualifications (Cornerstone, 2011).

From research found there was a National Health Service reform that has gone through many changes in the past 50 years. From the changes it is known it would increase the role in any Human resources function (Buchan, 2000). The role of a human resources manager is not an easy job there are many tasks that takes place every day. In the human resources department it is the responsibility of the manager in the human resources department to make sure the organization is running smoothly. The manager also has to send any accident reports to (OSHA), which is something each health care facility does have to do these days it is mandatory. Depending how bad of an injury an employee or a patient may have in the facility.

The human resources manager needs to keep track of all accidents and sometimes the manager in the human resources department had to do pay roll each week or every two weeks depending on how the pay periods are in the facility. Reference Page http://www.ashhra.org/about/hr_leader#hbkh

<http://www.cornerstoneondemand.com/health-care-human-resources>

Buchan, J. (2000), ??? Health sector reform and human resources: lessons from the United Kingdom???, Health policy and planning, Vol. 15 no. 3, pp.

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