

Hrm 548 week 1



**ASSIGN
BUSTER**

July 2, 2012
To: Director of New Health Medical Systems
From: HR

Consultant
Subject: New Health Medical Systems??™ Recommendation
The purpose of this memo is for me to share with you my recommendations for the successful implementation of the new cardiovascular unit within your organization. I understand that the Board of Directors of New Health Medical Systems would like to implement a new strategic direction to become a regional center for critically ill patients by developing a new cardiovascular unit, where patients can receive care for heart attacks, strokes and other types of cardiovascular disease. While the role of head Physician has been filled, I understand that there is still a need to fill the Technician positions. From what I gather, the problem is not finding Technicians but finding qualified Technicians which may be a difficult task due to lack of skilled Technicians that are available locally. The director of staffing has been asked to create a new staffing strategy to fill 35 new positions in the new cardiovascular unit and recommends the following.??? Placing advertisements in local newspapers.

??? Contact staffing agencies specializing in placing technicians into health care facilities.??? Organizing a job fair and inviting local professionals to attend.??? Offer a \$1, 000 signing bonus to anyone who joins the organization and stays for at least 180 days. The above suggestions by the director are all very good recommendations; however, I believe that New Health Medical Systems should take a different approach. Because there is a lack of qualified Technicians within the immediate region, advertising locally will not meet the staffing goals that are aligned with New Health Medical Systems??™ strategic direction. Instead, New Health Medical Systems should

also consider advertising on the internet, in neighboring cities, and even across the nation. I would recommend that New Health Medical Systems implement the Attract or Relocate staffing strategy by offering relocations costs to qualified candidates in addition to the \$1, 000 hire bonus. This extra incentive will be more attractive to qualified candidates and will entice them to make the move.

In addition to the Attract or Relocate strategy, the Director should also consider the Overstaff or Understaff strategy. Perhaps filling 35 new positions within one unit of the hospital may be a sign of overstaffing, an unnecessary waste of resources, and may not be very cost effective for the organization overall. While I understand that New Health Medical Systems seek to be reasonably fully staffed, there is a risk of becoming overstaffed by using this approach. To avoid overstaffing, I would recommend that instead of filling 35 positions, New Health Medical Systems should first attempt to fill 15-20 positions, and then reevaluate the need to fill additional positions should the need for it arises. Doing so will yield in cost savings for recruitment efforts and training of 15 20 additional positions. Another recommendation for New Health Medical Systems to consider is offering internal promotions by offering trainings for internal employees, this will allow internal employees to gain/improve skills for an opportunity to move up within the organization. Investing in its employees will show that New Health Medical Systems takes an interest in its employees' career development and ultimately, the organization will benefit from this because it's a good strategy to retain good talent.

Retention lowers turnover rate which will be cost effective for the organization. Cost-per-hire expenses include advertising for recruiting applicants, fees for participation in job fairs and salaries for employment specialists or outside recruiting experts. In addition, employers incur costs in training fees, materials and loss of productivity due to ramp-up time. Some companies have on-the-job training, which costs for each hire in terms of the time and expense of mentoring a new employees. Retaining employees reduces cost-per-hire expenses, which in turn, improves the companys bottom line. By taking my recommendations into consideration, I can confidently assure that New Health Medical Systems will attain its organizational goals.

ReferencesUniversity of Phoenix (2012). WEB LINK: New Health Medical Systems Scenario. Retrieved from University of Phoenix, Week One. HRM/548 ??” Recruitment and Retention Practices Course Web Site.

Heneman, G. H., & Judge, A. T. (2009). Staffing Organizations (6th ed). New York: McGraw Hill.