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RESEARCH ARTICLE

VALUE OF HUMAN RESOURCE MANAGEMENT PRACTICES AND ITS IMPACT ON HEALTHCARE ORGANIZATION.

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Abstract

Human resource management in healthcare organization is very important to support the delivery of well-organized as well as active medical facilities and to accomplish patient satisfaction. The main aim of study is to investigate the value of human resource management practices and how it influences on healthcare organization and also provides best facility in order to accomplish patients' satisfaction. The study specifies that an effective human resource management practice has a powerful effect on healthcare organization good value as well as upgrading the staff performance in healthcare organization. The study approve to evaluate the achievement of the managers of human resource management practices in the healthcare organization before starting the performance development process as well as continuous development and training of staff performance.

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Introduction:-

Most of study shows that main impartial of Human Resource Management is to increase the performance of healthcare organizations. (Yu, 2007; Michael, 2009; Patrick, 2011) and provide incentives to motivation as per employees skill development and ability to which also reflect their performance of work in healthcare organization (McKinnies, 2011) and can make an outstanding difference between health organization with the high quality of implementation. Human resource management practices are responsible to look after improvement of clinical and non- clinical related staff performance for public and individual health involvement. (Edgar and Geare, 005) Human resource management practices are a very critical management given allotment in the field of healthcare organization. Workers training are another important tool for improvement of better health organization. It is an important that human resource prepare a list of health workers as per there skill categories for next level training and development program. New techniques of learning in service help for better performance to ensure that the workers are aware of and prepared to meet a particular assignment for present and future needs. A modern trained and capable worker is essential to any successful health care organization. (Howard et al., 2006) Human resource management plays a major and vital role in the success to make better healthcare organization. Human resource management practices are very much worried with the progress of both individuals and the organization in which they operate. Human resource management practices help each and every worker by developing them with different

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type of training and implementing programs with communication it also support organizational development. The major responsibilities of human resource management practice to provide appraisal accordingly workers performance and also reward them .Development of the healthcare organization depend on policy of human resource management practices. Without proper studies in this field may help to achieve to incapacitate the overall performance of healthcare. Due to that reason, this study makes an effort to achieve to scanning the main articles and literatures that discussed the role of Human resource management practices in the healthcare organization. In addition to that this paper make enquires about the influence of Human resource management practicing on the good quality of health organization as referred by previous literatures. A worker training is an important task. It is essential that human resource consider the composition of the health workers in terms of both skill categories and training levels. Properly trained and competent workers are important to any successful healthcare organization. Human resource in healthcare area need to refine with improved quality of facilities for patients' satisfaction. Healthcare quality is normally pointed in two methods as mechanical value and sociocultural quality. Technical quality introduce to effect that health services available can have on the health conditions of peoples. Sociocultural mean it satisfy service with patients expectations. (Zaria, 2007)

FUNCTION OF HUMAN RESOURCE MANAGEMENT	
Managerial Function	Operational Functions
Planning	Procurement
Organizing	Development
Staffing	Compensation
Directing	Maintenances and Motivation
Controlling	Integration

As per McKinnies (2012) determined that Human resource management comprises five wide functions, which are given as follows:-

1. Resourcing

In this the various activities involves human resource planning, capacity management, progression planning and ending with the occupation contract.

2. Performance

In this involves handling the individual and group performance and the involvement of workers to the achievement of organizational goals.

3. Reward system

In this involves designing as well as implementing reward schemes for covering individual and collective, financial and non-financial both rewards schemes, counting pay structures, parks and pensions.

4. Learning and Development

In this finding individual, group as well as organizational development necessities and designing, executing and assessing training and growth interventions.

5. Employment relations

In this handling to employees, communication, supervision union-management Relations, employee welfare and supervision of employee grievance and discipline.

Importance of Human Resource Management Practices:-

Arabah Hajj (2012) has done research on "Analysis of the effectiveness of the use of human resource for healthcare organization. In this study given special importance of previous signal to measure the productivity of the achievement of human resource management practices in healthcare organization. Working employees training is an important task. Human resource management has proper plan, clear vision and systematic approach to development of healthcare organization. Human resource to become part of employees thinking and their work to help them to

practice work in a professional sound, and encourage them to commitment to the challenge of healthcare organization. Well trained and skill workers are required for successful health care organization. The migration of healthcare workers are also an important issue so workers so potency can create an additional variance that require better workers planning, attention to provide better pay and other additional rewards. Mkhaimar and Taamenah (2004) through their trainings titled "Latest developments for the healthcare management: concepts and applications", the researcher develop the level of agenda and organizational composition and preparing them according to the scientific methods. The healthcare management proper planning help them to perform route function with achievement which is draft plan to impact the behavior of the various categories of workers in the healthcare organization, and something them to contribute to high level of presentation towards the goals of their units in certain and to their healthcare in general. The study also concluded that the function of director of the healthcare organization it need sharp business skill to handle long term planning. He should be up to date with new healthcare laws and regulations also with medical and technological advances. Healthcare director should have attention to the sentiment of different categories of workers in the healthcare, including doctors, technicians and administrators, and therefore to understand the conditions under which they work. Ozcann and Hornby (2005) Another study found that lack of will power or internal desire of the head of healthcare to motivate and encourage their employees through incentive schemes in order to uplift the service quality of healthcare organization. This study recommended in the selection of best employee every month and rewards him/her with an attractive bonus and emphasizes him/her as a role model for other employees. Valverde and Ryan (2006) only human resource department cannot manage the human resource management of any organization. Each and every employee is equally responsible for the proper management of organization.

The Influence of Human resource management practices on good value of healthcare organization:-

The study found the higher degree of dissatisfaction of doctors and nurses working in government healthcare organization and the Ministry of Health as a result patient cannot get good quality of facility from these organization. Few points can be taken into consideration in order to foster the working in government healthcare organizations. Also training packages for the employee's in order to delivers quality medical services. Human resource management plays an essential role in the healthcare system. The connection among Human resource management as well as healthcare is complex. Both the quantity as well as cost of healthcare consumables can drastically increase the costs of healthcare. Human resource management practices should help in detecting the suitable balance of workers contribution and the potential of those practitioners to practice systematic and efficiently. Human resource in healthcare organization reform aim to improve the standard of facilities and patients gratification. Effective human resource management is crucial to healthcare practice surroundings. Also play a vital role in the success of healthcare organization. AL Kudhat Mohammed (2004), with his learning titled "procedure of adopting staff in King Abdullah in the light of technical growth , A positive relationship between the personality features of those who have been adopt and technology employed in the healthcare . It also communicates the existence of effect of high technology in the scanning and outline work and job differentiation with nature of work. Rosemary Lucas (2002) with her study entitled "Fragments of human resource management in Healthcare? The study found that employees are more likely to identify their managers as anti-union, and to represent themselves in trading with employment complications such as demanding management about their work, in disciplinary events, and in search to pay increase. This study keen out the dynamic of human resource management in the success or failure of the healthcare organization area and the health area in most countries focal point on making alternation in construction the organization, contain costs, customer choice. The study emphasizes on the importance employees' performance and how to attract professionals to the health sector organization.

Findings:-

1. To existence of a strict centralization in healthcare organization, in which the basic parameters the development of the works.
2. Due to shortage of a new approach to develop the work in the event of performance disappointment.
3. To the failure to protection the truths of workers as well as individuals in healthcare organization during the transformation process in the healthcare organization.

The Factors that Affect the Performance of Individuals Working In Healthcare Organizations:-

Chan and Mak (2012) with their study entitled “High performance of human resource management practices and organizational performance the mediating role of occupational safety and health”; the aim of this study is to examine the relationship between high performance human resource practices and organizational performance. The results showed that the mediating role of perceived safety climate in the relationship of high performance human resource practices and organizational performance is confirmed. The study conclusion recommends that organizational importance on security matters contributes to establishing effective high performance of human resource practices as well as driving organizational performance. Organizations can benefit from effective human resource practices by paying attention to employees’ safety issues, which in turn result in better organizational performance. A study entitled “The filling in the Sandwich: Human Resource Management includes all the functional area of management such as production management, financial management, and marketing management and middle managers in the health sector”, Mc Conville and Holden (2003). The study showed the central role of line managers in applying human resource management practice, is commonly acknowledged and observed how far employees affect, or are affected by, such practices. The study found that the perceptions of line manager are under resourced and found lack of time needed to manage their staff effectively. Moreover, supervise is being more narrowly managed, altering the nature of personnel management, and line managers throughout the service have regained responsibility for many aspects of Human Resource Management contains all the functional area of management such as production management, financial management, and marketing management. The highest outcome of this study is that begin and administrators advantage confidence in their staff management skills, longitudinal studies would be useful in building a picture of the development of both middle management roles and the functioning of human resource specialists. Clearly, in units where the human resource specialists is contracted out, the effects on managers' roles and the extent of changes in the nature and quality of Human Resource Management need to be explored. A study titled Human Resource Management includes all the functional area of management such as production management, financial management, and marketing management “ Human Resource Management and the management of clinicians within the National Health Service ”, Marie et al., (2007). The study concluded that the management of human resource is of crucial importance in enabling the delivery of efficient and effective services. The aim of this study is to explore one issue relevant to Human Resource Management, that is, the management of healthcare doctors in the National Health Service. The conclusion argues that Human Resource Management must play a essential role in the management of clinicians’ to ensure the effective and efficient delivery of healthcare organization.

Differentiates human resource management involves activities:-

1. An individual development plan.
2. Job-related training.
3. Job performance evaluation.
4. Departmental meetings.
5. Predictable work schedules.
6. A leadership which is transparent and supportive.

The decision shows that employee satisfaction seems mostly affected by the management style of the unit manager, and to a lesser degree by performance reviews and predictable work schedules, while worker satisfaction associates mainly with job correlated training and somewhat with performance reviews and a supportive leadership style.

Recommendations:-

The Reviewing of previous literatures that cover the field of human resource management in healthcare organizations shows the need for further improvement in any healthcare organization. This study shows the following recommendations:

1. To setting an approach for human resource management practices.
2. To process personnel management of development.
3. To engage the staff of the healthcare in the larger functional tasks in order to give them more.
4. To Assurance in the healthcare organization in which they work
5. To continuous development and training of staff performance

6. To measure the performance of the managers of human resource department in the Healthcare organization before starting performance development process, and these actions contain (Leadership, self-qualification, risk management, strategic thinking, decision making, Management experience and communications)

Conclusion:-

Human resource management is an important to provide efficient and productive medical facilities and to achieve patient gratification. This paper indicate that human resource management has a powerful effect on healthcare standard, and most of reports show the significant of human resource management to achieve the goals of healthcare organizations, and give special importance to progress performance of healthcare staff in addition to nurses complete intermittent training development in order to upgrade the grade of healthcare service, also a strongly strong, well-inspire and very highly trained medical profession is serious to the success of the healthcare organization. Proper management of human resource is serious in providing a very high quality of healthcare organization. Human resource management initiatives are essential in all healthcare organization and more extensive be conducted to bring about new human resource policies and practices that will benefit for individuals around the world. The practices of human resource management are very important in healthcare organization and modern healthcare necessity should have alternative approaches for practicing human resource management successfully. The senior management in healthcare should have a clear strategic direction and clear purposes to progress the management of employees and staff in the healthcare organization.

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