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Youngblood, Vandra Lee Huber**



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Personnel and Human Resource Management Randall S. Schuler,1984

Supervision Samuel C. Certo,1994

Human Resource Management in the Health Care Sector Amarjit Singh Sethi,Randall S. Schuler,1989-09-12 This volume brings together the work of several outstanding scholars on the critical subject of human resource management in the health care sector As the contributors note the combined pressures of an aging population higher costs and reduced Medicare reimbursement formulas have made more efficient delivery of services a primary concern for health care facilities of all kinds Because of the labor intensive nature of health services this goal cannot be achieved without more effective human resource management Here noted authorities in the field present the latest techniques and practical applications of human resource management specifically tailored to the needs of health care professionals Broadly comprehensive in scope this volume addresses each of the major concerns in human resources planning staffing equal employment performance appraisal compensation training safety employee rights and industrial and labor relations The book begins by presenting a conceptual framework for human resource management the strategic choice model Subsequent chapters build upon this model by presenting a systems approach to strategic human resource planning and demonstrating the importance of job design and job analysis in this context The contributors then discuss recruitment strategies performance based pay systems employee evaluations and the design of compensation systems focusing throughout on issues of particular relevance in the health care sector Finally a number of chapters explore topics of increasing concern to both health care workers and administrators including quality of work life the burgeoning home health care industry collective bargaining and legislation managing change in the health care environment and the challenges posed by information technology An indispensable reference source for health practitioners researchers and students Human Resource Management in the Health Care Sector is also a valuable text for courses in health business nursing and management

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coverage geared to the Human Resource Professional this book focuses each chapter on developing a clear understanding of the various HR functions and on the working relationship between the HR department and other organizational departments The information presented is targeted to the 90% of students who will not become HR professionals

Readings in Personnel and Human Resource Management Randall S. Schuler, Stuart A. Youngblood, Vandra Lee Huber, 1988 American Book Publishing Record ,2004 *Forthcoming Books* Rose Arny, 1999 **Books in Print Supplement** ,2002 **Book Review Index** ,2003 Vols 8 10 of the 1965 1984 master cumulation constitute a title index

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