**Human Resource Management**

**Course Description:-**

An overview of the budgeting process in the health care setting. This course explores the building blocks that are utilized to develop sound financial projections. The course also reviews and explores the health care system, the multiple payers, and their impact on the financial picture of health care organizations. Emphasis is on the ability to utilize information systems in the development and ongoing analysis of financial data.

**Pre-requisite**:- Nil

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| Learning outcomes:  At the end of the course, students should be able to:     1. Develop understanding of the various components within hospital finances. 2. Identify the available revenue base of a population in a given market sector. 3. Explore the elements required in the development of staffing requirements. 4. Develop an understanding of the specific elements necessary to complete a Salary/FTE Budget. 5. Develop an understanding of the specific elements necessary to complete a Non-Salary Budget. |

**COURSE PLAN**

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| **Week No.** | **Topics/Activities** |
| 1 | Human Resources in the Healthcare Sector |
| 2 | The Practice of Human Resources Management in the 21st-Century Healthcare Organization |
| 3 | Essential Components of Human Resources Practices and Management |
| 4 | Human Resources Practice in the Public Sector |
| 5 | General Principles of Human Resources Management in Public Health Settings |
| 6 | Managing Human Resources in an Integrated Healthcare System |
| 7 | Human Resources Issues in Managed Care Settings |
| 8 | The Human Resources Function in Hospitals |
| 9 | Human Resources Management Along the Continuum of Care |
| 10 | Human Resources Management in Community Health Centers |
| 11 | Human Resources in Physician Practice Management |
| 12 | Human Resources Practices and Management in Public Health Clinics |
| 13 | The Future Is Now: A Call for Action |

**REFERENCES**

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| Shi, Leiyu | Managing Human Resources in Health Care Organizations | 2007 | Jones & Barlett Publishers |