

THE SIGNIFICANCE OF MANAGEMENT OF HUMAN RESOURCES IN THE HEALTH CARE INDUSTRY: A GLOBAL PERSPECTIVE

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ABSTRACT

It becomes evident that a number of crucial success variables have a direct impact on human resource management and healthcare procedures. In this essay, we'll show how HRM may enhance healthcare models and why it's crucial to any healthcare system. Examining the difficulties facing the healthcare systems of Canada, the United States of America, and other developing nations, this paper makes recommendations for solutions that involve the effective application of human resources management techniques. A greater comprehension of the useful and important role of human resources management in health care was made possible by comparing and contrasting a few different nations.

Keywords: Human Resources, Health Care Industry, Global Perspective.

INTRODUCTION

When it comes to health care, human resources are any of the various clinical and non-clinical members of staff in charge of intervening in people's and the public's health. The performance and benefits the health system can provide are largely dependent on the skills, abilities, and motivation of those responsible for providing health services. In addition to maintaining a balance between human and physical resources, it is crucial to maintain an optimum combination between both the various kinds of health organisers and caretakers to ensure the system's success. It is essential that human capital be handled and managed quite differently from capital equipment due to their clear and significant disparities (Barney, 1997).

Drugs, prosthetics, and disposable medical equipment are just a few examples of the consumable medical supplies whose prices are skyrocketing along with their availability. This can significantly raise the cost of healthcare. Spending throughout this area can have an impact on a system's ability to recruit and retain competent practitioners. HRM strategies must be created in both employer-paid and government-funded systems to strike the right balance between the availability of workers and their capacity for effective and efficient practise. A practitioner without the proper equipment is just as ineffective as having the equipment but no practitioner.

There are numerous broad human resources difficulties and questions that come up when looking at the health care system in a global perspective. The size, character, and transportation of the healthcare system, workforce training concerns, health professional migration, the degree of economic growth in a specific nation, and sociodemographic, regional, and cultural aspects are some of the most important topics that will be covered in further detail. A major source of worry is the variation in a county's health care workforce's size, distribution, and makeup. For instance, a country's ability to deliver services and implement interventions is significantly influenced by the amount of health personnel that are available there. Cultural traits,

sociodemographic traits, and economic considerations are all things to take into account when figuring out the demand for health services in a specific nation. When analysing international health care systems, the problem of health care worker migration comes up. According to research, the internal movement of the workforce to metropolitan areas is a universal phenomenon across all nations, and the mobility of health care workers closely resembles the migratory trend of all professionals. Additional inequalities brought about by labour mobility may necessitate greater workforce management, pay equity considerations, and workforce planning. Since many health workers in developing nations are underpaid, unmotivated, and extremely unsatisfied, developing countries adopt other strategies in addition to financial incentives, such as housing, infrastructure, and possibilities for job rotation (Dussault & Franceschini, 2006).

Human Resource Reform and the Health Industry

Investigating the effect of human resources on health sector transformation is significant and relevant when evaluating global health care systems. There are some trends that can be seen, even if each country has its own unique health care reform approach. The three key trends are equity, efficiency, and quality goals. A number of human resources approaches have been used in an effort to boost productivity. In order to increase efficiency, fixed labour expenses have been turned into variable costs through the outsourcing of services. Other tactics used include internal contracting, performance contracts, and contracting out.

Human resources work to raise service standards and patient satisfaction as part of health sector reform. Technical quality and sociocultural quality are the two main categories used to define quality in healthcare. Technical quality is the influence that a population's health conditions may experience as a result of the health services that are offered. Sociocultural quality gauges how well services are accepted by the public and how well they meet patient's expectations. Professionals in human resources encounter numerous challenges while attempting to provide residents with high-quality healthcare. Budgets, a lack of alignment between the interests of many stakeholders, absenteeism rates, high turnover rates, and low staff morale among others are some of these limitations (Manojlovich & Ketefian, 2002).

As part of health sector reform, it has been suggested that a wider range of healthcare professionals should be used and that patient services should be better coordinated through interdisciplinary teamwork. Effective human resource management will be essential to the success of the health sector reform because people are ultimately responsible for providing all health care. We looked at the healthcare systems in Canada, the US, Germany, and other developing nations to get a broader global perspective (Romanow, 2002).

We discovered considerable disparities in human resource management and healthcare practises when comparing the health care systems of other nations. It is clear that in Canada, CHA act has an impact on how human resources are managed in the healthcare industry. The outcome of the argument over Canada's one-tier minimum of two structures could also have a significant impact on how human resources are managed in the healthcare industry. Additionally, we have discovered that Canada and the United States frequently hire from developing nations like South Africa and Ghana to fill positions because there aren't enough health professionals with Canadian training. Examining the connection between American health care and human resources management reveals three significant issues: quickly rising health care expenditures,

an increasing number of people without health insurance, and an epidemic over the quality of care (Zurn et al., 2004).

CONCLUSION

We have discovered that the link between health care and human resources management is quite intricate, especially when viewed globally. Number of important issues need to be resolved and that management of human resources can and must play a crucial role in the reform of the health care industry. We've briefly looked at the varied roles that human resources management plays in the healthcare systems of Canada, the United States of America, Germany, and other developing nations. It was investigated if there would be a significant shift in the organisation of Canadian healthcare, particularly in relation to the development of a two-tier system. Multiple American case studies that illustrated the function of human resources management in a real-world environment were studied in light of the present challenges facing the American health care system. Due to a physician shortage, Germany's health care system is also experiencing problems; some of these difficulties' effects on human resources were discussed. A significant issue in developing nations is the movement of medical professionals to wealthier areas and/or nations, which makes it difficult for people living in rural areas to access quality healthcare. Since people are ultimately responsible for providing all health care, any health care programme must have a solid grasp of human resources management challenges. Many health care systems need to take additional human resources initiatives, and more thorough study has to be done to develop human resources development policies and practises that will help people all over the world.

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