

# HRM for Allied Health & HealthCare Professionals

Hospital Management  
Paris (France)  
03 - 07 Feb 2025

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## HRM for Allied Health & HealthCare Professionals

**Ref:** 321372\_139202 **Date:** 03 - 07 Feb 2025 **Location:** Paris (France) **Fees:** 4400 Euro

### Introduction

Healthcare management & Allied Health keep on changing. Do you know which direction it's headed? If you need to find the answer, so this course is relevant to you, whether you're a student or currently working in healthcare. This comprehensive course is current, topical, and informative. No matter your status, this is about the human resources and healthcare that you need to stay ahead of the curve.

**\* Important note: Course registration in Istanbul for 3 people or more, we guarantee 1-day site-visit to one public & one private prestigious hospitals**

### Course Objectives - HRM for Allied Health & HealthCare Professionals

- Identify the types of healthcare organizations.
- Explain the unique aspects of managing human resources in allied health professions.
- Discuss several of the human resource challenges existing in healthcare.
- Explain how healthcare HR planning contributes to the attainment of organizational strategies and objectives.
- Define HR planning in healthcare organizations.
- Describe the orientation, training, and staff development requirements of the joint commission.
- Explain the nature of safety, health, and security in the healthcare workplace.
- Identify the various aspects of occupational safety and health administration compliance.
- Discuss the challenges that confront healthcare employers in providing benefits and variable pay programs.

### HRM for Allied Health & HealthCare Professionals Course Outlines

#### Day 1

#### Healthcare HR Competencies, Structures, and Quality Standards

- Healthcare HR Insights

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- Competencies for Healthcare Management and HR
- HR Departments and Healthcare Organizational Charts
- Measuring Healthcare HR Management
- Joint Commission JCAHO and Healthcare Management

## Day 2

### Recruitment, Selection and Retaining Allied Health Professions

- Healthcare HR Insights
- Recruiting and Labor Markets
- Planning and Strategic Decisions Regarding Recruiting
- Internal, External and Internet Recruiting for
  - Occupational Therapy
  - Physiotherapy
  - Radiography
  - Speech & Language Therapy
  - Other secondary professions
- Other Sources for Healthcare & Allied Health Recruitment
- Recruiting Evaluation and Metrics

## Day 3

### Training and Development in Healthcare Organizations

- Healthcare HR Insights
- Nature of Training in Healthcare Organizations
- The Training Process
- Types of Training
- Developing Human Resources
- Choosing a Development Approach
- Special Issues in Healthcare Employee Development

## Day 4

### Performance Management in Healthcare Organizations

- Healthcare HR Insights
- Performance Management
- Performance Appraisal
- Conflicting Roles of Performance Appraisal
- Who Conducts Appraisals
- Methods of Appraising Performance
- Rater Errors
- Appraisal Feedback
- Effective Performance Management

## Day 5

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## Safety, Health, and Security in Allied Health

- Allied Health HR Insights
- Nature of Safety, Health, and Security
- The Joint Commission and Safety, Health, and Security
- Legal Requirements for Safety and Health
- Occupational Safety and Health Act OSHA
- Safety Management
- Health
- Security

## If site-visit to the hospital is applicable, we will visit one public or private hospital to cover the following:

- Observing day-to-day responsibilities such as managing human resources, allocating budgets and other financial resources, submitting reports, and maintaining and managing IT systems and databases, coordinating with doctors, physicians, nurses, surgeons, health information technicians, pharmacists, and other professionals to ensure patient quality care, treatment, and rehabilitation.
- Understanding the roles with regard to making a policy decision, overseeing patient care, budgeting and accounting, marketing, and driving policy impacting and technology innovations in the hospital.
- Being familiar with the role of serving as a mediator between goals, strategies, and day-to-day activities.
- Depending on the availability, the field visits and training will be made to JCI accredited A class hospitals
- Q&A session with the hospital founder/manager

A graphic of a chessboard with several chess pieces (a king, a pawn, and a knight) on it, set against a background of concentric circles.

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Amsterdam (Netherlands)

Annecy (France)

Baku (Azerbaijan)

Bali (Indonesia)

Bangkok (Thailand)

Bangkok (Thailand)

Barcelona (Spain)

Batumi (Georgia)

Beijing (China)

Beirut (Lebanon)

Berlin (Germany)

Birmingham (UK)

Bordeax (France)

Boston,Massachusetts (USA)

Brussels (Belgium)

Cairo (Egypt)

Cape Town (South Africa)

Casablanca (Morocco)

Cascais (Portugal)

Copenhagen (Denmark)

Doha (Qatar)

Dubai (UAE)

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