
Human Resources Standard Intents

HR.1 The hospital has human resources department/unit.

HR.1.1 The human resources department is well staffed and equipped to match the size and needs of the hospital.

HR.1.2 The head of the human resources department is qualified in managing human resources by education, training, or experience.

HR.1.3 Policies and procedures manual guides the work of human resources department.

HR.1.3.1 The manual includes items related to recruitment, hiring, resignation, termination, grievance and complaints, leaves, new employee orientation, on job training, and performance appraisal.

HR.1.3.2 The manual is made accessible and communicated to all staff members.

HR.1.3.3 Policies and procedures contained in the manual are implemented.

Standard Intent:

Human resource management (HRM), or human resource development, involves planning, implementing, and managing recruitment, as well as selection, training, career, and organizational development initiatives within an organization.

The goal of HRM is to maximize the productivity of an organization by optimizing the effectiveness of its employees while simultaneously improving the work life of employees and treating employees as valuable resources. Therefore, HRM comprises efforts to promote personal development, employee satisfaction, and compliance with employment-related laws.

To achieve balance between employer and employee goals and needs, HRM departments focus on these three general functions or activities: planning, implementation, and evaluation.

The planning function refers to the development of human resource policies and regulations. Human resource managers attempt to determine future HRM activities and plan for the implementation of HRM procedures to help companies realize their goals. Implementation of HRM plans involves four primary activities: acquisition, development, compensation, and maintenance.

Acquisition entails the hiring of employees most likely to help an organization achieve its mission and goals.

The development function includes the training of employees to perform their tasks in line with organization strategy. This activity also involves organization efforts to control and change employee behavior via reviews, appraisals, incentives, and discipline.

Compensation covers the payment of employees for their services.

Maintenance includes employee relations and communication with leaders and the evaluation function: the assessment of HRM policies to determine whether they are effective.
