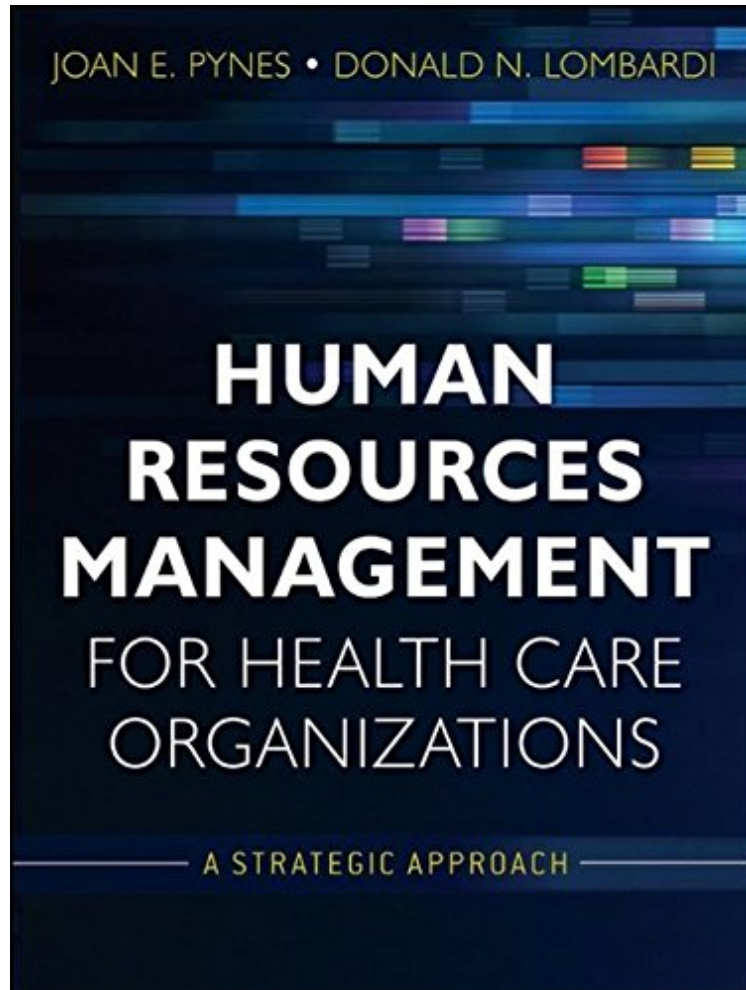


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Human Resources Management for Health Care Organizations: A Strategic Approach

Joan E. Pynes, Donald N. Lombardi
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This book is a comprehensive guide to the essential areas of health care human resources management, and is an immediately useful practical handbook for practitioners as well as a textbook for use in health care management programs. Written by the authors of *Handbook for the New Health Care Manager and Human Resources Management for Public and Nonprofit Organizations*, the book covers the context of human resources management in the unique health care business arena from a strategic perspective. It includes SHRM and human resources planning, organizational culture and assessment, and the legal environment of human resources management. Managing volunteers and job analysis performance appraisal instruments, training and development programs, and recruitment, targeted selection and hiring techniques are covered. Compensation policies and practices, employer-provided benefits management, implementation of training and organizational development programs, as well as labor-management relations for health care organizations and healthcare human resource information technology are covered, with practical examples and proven strategies amply provided in each chapter.

From the Back Cover
Human Resources Management for Health Care Organizations introduces the human resource essentials that every health care manager should know. This highly accessible textbook for health care management students is also a practical handbook for practitioners. Taking a strategic perspective to human resource management within the health care arena, this book covers topics such as human resources planning, organizational culture and assessment, and the legal environment. Readers will also learn how to manage volunteers, the art and science of recruitment, targeted selection, and hiring techniques, as well as gain insights on job analysis, performance appraisal instruments, and training and development programs. Filled with illustrative examples and proven strategies, the book reviews important HR areas including compensation policies and practices, employer-provided benefits management, implementation of training, and organizational development programs. Comprehensive in scope, *Human Resources Management for Health Care Organizations* also offers information on labor-management relations for health care organizations and health care human resource information technology.

About the Author
Joan E. Pynes is Professor of Public Administration in the Department of Government and International Affairs at the University of South Florida. She received her bachelor's degree in public justice from SUNY Oswego and her PhD in public administration from Florida Atlantic University. She is the author or co-author of five books, most recently *Effective Nonprofit Management: Context and Environment and Human Resources Management for Public and Nonprofit Organizations: A Strategic Approach*, Third Edition. She has written or co-written more than fifty academic articles, book chapters, technical reports, and encyclopedia entries about public and nonprofit human resources management.

Donald N. Lombardi is Industry Professor of Healthcare, director of the Stevens Healthcare Educational Partnership, and academic director of the Veterans Office at Stevens Institute of Technology in Hoboken, New Jersey. He has consulted to more than 170 health care organizations in all 50 states and ten foreign countries, has developed seven accreditation programs for the American College of Healthcare Executives since 1986, and has written eleven books, including *Handbook for the New Health Care Manager*. Dr. Lombardi holds more than fifty U.S. copyrights on organizational planning, management, and development systems for text, on-site, and on-line delivery.