HCA 404: Human Resource Management for Healthcare Organizations Syllabus

Instructor Information

NAME

Telephone: XXX Email: XXX@unlv.edu

Office Hours: By Appointment – GTW XXX

Course Specifics:

Meeting Time: Day, Time pm PST

Classroom: XXX ###

Course Information

Course Description

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Online Course Narrative

This course introduces the technical and legal aspects of human resources management (HRM) from a strategic business perspective and examines how HRM best practices can be applied to health services organizations. The course examines how to manage human resources effectively in the dynamic legal, social, and economic environment currently constraining Healthcare organizations. 3 Credits.

Texts for Course

Fried, B. J., & Fottler, M. D. (2015). *Human resources in healthcare: Managing for success* (4th ed.). Chicago, IL: Health Administration Press.

ISBN-13: 978-1567937084

Supplemental Texts and Reading:

Additional readings and videos to watch have been listed under individual modules.

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Syllabus is tentative and is subject to change. Syllabus content prevails in the event of any conflict with assignment descriptions or due dates posted on WebCampus.

- 3. HCAP C7: Personal and Professional Ethics (Adhere to ethical personal and business principles; exhibit ethical behaviors)
- 4. *HCAP C8: Diversity and Inclusion (Understand the importance of promoting diversity and inclusion to improve Healthcare services)
- 5. HCAP C10: Systems Thinking (Broad systems connections—potential impacts and consequences of decisions in a wide variety of situations)
- 6. HCAP C11: Planning and implementing change (Promote and manage change)
- 7. *HCAP D13: Organizational Dynamics and Governance (Apply organizational theory and behavior to develop, assess, design or redesign Healthcare organizations)
- 8. *HCAP D19: Legal Principles Development, Application and Assessment (Analyze managerial issues related to the law governing Healthcare; compliance; fiduciary responsibility)
- 9. HCAP D20: Assess Quality and Performance (Apply tools and techniques to improve quality, patient safety, and minimize risk to the organization)
- 10. *HCAP D23: Workforce Development Management (Define clinical and nonclinical roles and apply methods and techniques related to the management of Healthcare organization employees and professional staff)

Objective Mapping

Course Objective	Competency/ UULOs/PHCs	Level*	Teaching Method	Assessment Method
Describe the essential functions of human resources management (HRM) in healthcare administration.	UULO: 1.4, 2.4, 3.1, 4.2, 5.6 HCAP: A2, C8, C11, D13, D23	Intermediate	Text Article Video	Discussion Board(s) Exams

Your post must be in response to prompts and/or questions posed each week.

Be sure to answer all the questions in each discussion forum.

Posts require thoughtful responses and discourse that connect to the course material.

Reference scholarly or peer-reviewed sources to support your discussion points as appropriate (using proper APA 6th edition citation methods).

The initial post is worth 40 points and is due by Wednesday, 11:59 p.m. PST of the assigned