

HEALTHCARE HUMAN RESOURCES MANAGEMENT FOR HOSPITAL PROFESSIONALS



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TRAINING CENTER



Introduction

Hospitals depend on skilled, well-managed teams to deliver safe and effective patient care. This Healthcare Human Resources Management for Hospital Professionals Training Course equips HR practitioners and hospital administrators with specialized knowledge to manage medical and support staff effectively. Participants examine healthcare workforce planning, credentialing, compliance, and staff retention strategies unique to clinical environments. Furthermore, the course connects general HR principles with healthcare-specific regulations and staffing challenges, including shift scheduling and clinical competency management. As a result, attendees gain the confidence to build HR systems that support quality care delivery and staff wellbeing. This program suits professionals seeking practical expertise in managing human resources within hospital and healthcare settings.

Healthcare Human Resources Management for Hospital Professionals Course Objectives

- Define the unique HR functions within hospital and healthcare settings
- Apply healthcare workforce planning models to address staffing shortages
- Manage credentialing and licensure verification processes for clinical staff
- Ensure compliance with healthcare labor regulations and accreditation standards
- Use the Joint Commission accreditation framework in HR policy design
- Design staff scheduling systems that address shift and coverage needs
- Apply performance appraisal methods suited to clinical roles
- Develop retention strategies to reduce nurse and physician turnover
- Manage grievance handling and labor relations in hospital environments
- Build a practical roadmap for strengthening hospital HR operations

Course Methodology



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- Interactive lectures on healthcare HR principles and regulations
- Case studies examining real hospital workforce management challenges
- Group workshops applying credentialing and compliance tools
- Practical exercises using staff scheduling and retention templates
- Discussions on labor relations within clinical environments
- Continuous feedback sessions to reinforce learning outcomes

Who Should Take This Course

- HR managers and officers working in hospitals and clinics
- Healthcare administrators overseeing workforce operations
- Credentialing and compliance specialists in medical facilities
- Nursing and clinical department managers handling staffing
- Talent acquisition professionals recruiting healthcare staff
- Hospital directors involved in workforce policy decisions

Healthcare Human Resources Management for Hospital Professionals Course Outlines

Day 1: Foundations of Healthcare HR Management

- Unique characteristics of HR in hospital settings
- Overview of healthcare workforce roles and structures
- Key regulatory bodies governing healthcare staffing
- Linking HR practices to patient care quality
- Common HR challenges in hospital environments
- Distinguishing clinical and non-clinical HR needs



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- Case study: HR practices in leading hospitals

Day 2: Workforce Planning and Recruitment

- Healthcare workforce planning models and forecasting
- Addressing staffing shortages in critical departments
- Recruitment strategies for physicians and nursing staff
- Credentialing and licensure verification processes
- Structured interviewing for clinical positions
- Onboarding programs for new healthcare employees
- Practical exercise: building a staffing forecast

Day 3: Compliance, Credentialing, and Accreditation

- Healthcare labor law and regulatory compliance
- Joint Commission accreditation standards for HR
- Managing continuing education and license renewals
- Maintaining accurate credentialing records
- Handling malpractice and liability documentation
- Conducting internal HR compliance audits
- Case study: preparing for an accreditation review

Day 4: Scheduling, Performance, and Retention

- Designing shift scheduling systems for clinical staff
- Managing coverage for 24-hour hospital operations
- Applying performance appraisal methods for clinical roles
- Identifying causes of nurse and physician turnover



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- Building retention strategies and career development paths
- Supporting staff wellbeing and burnout prevention
- Practical exercise: drafting a retention improvement plan

Day 5: Labor Relations and HR Strategy

- Managing grievances and workplace conflict in hospitals
- Understanding union relations in healthcare settings
- Aligning HR policies with hospital strategic goals
- Building diversity and inclusion practices in healthcare teams
- Measuring HR performance through healthcare-specific metrics
- Reporting HR outcomes to hospital leadership
- Final workshop: presenting a hospital HR strategy plan

Conclusion

By successfully completing the Healthcare Human Resources Management for Hospital Professionals Training Course, participants will have acquired practical knowledge of workforce planning, credentialing, compliance, and retention techniques that support effective hospital HR operations. Furthermore, learners gain the confidence to manage staffing challenges unique to clinical environments. As a result, participants return to their hospitals ready to strengthen workforce stability and care quality. Gentex Training Center designed this program to connect healthcare regulations with practical, results-driven HR management.

FAQs





Q1 What is the "Healthcare Human Resources Management for Hospital Professionals" course about?

This course covers HR functions specific to hospitals, including workforce planning, credentialing, compliance, and retention, helping professionals manage clinical and support staff effectively within healthcare settings.

Q2 What are the key benefits of the "Healthcare Human Resources Management for Hospital Professionals" course?

Participants gain the ability to reduce staffing shortages, maintain regulatory compliance, improve retention, and strengthen scheduling systems, ultimately supporting better patient care and hospital operational stability.

Q3 What skills will I gain from the "Healthcare Human Resources Management for Hospital Professionals" course?

Learners develop skills in healthcare workforce planning, credentialing management, clinical performance appraisal, and staff retention strategy, enabling confident HR decision-making within hospital environments.



Q4 What tools, methods, or standards are covered in the "Healthcare Human Resources Management for Hospital Professionals" course?

The course covers Joint Commission accreditation standards, credentialing and licensure verification processes, workforce forecasting models, and clinical performance appraisal methods used in hospital HR management.

Q5 How is the "Healthcare Human Resources Management for Hospital Professionals" course applied in real-world practice?

Participants apply these concepts by forecasting staffing needs, managing credentialing records, designing shift schedules, and building retention plans that address turnover within their own hospital departments.