

Course Title/Code:	Human Resources (HR) in Healthcare Organisations (MMPH6183)
Department:	School of Public Health
Objective:	This module provides an overview of HR issues in health care. Through individual case studies, group assignments and presentations, by the end of the course, students should have developed a basic understanding of HR principles, how they are applied in health care organizations and the consequent impact on patient care. Topics covered will include, among others, manpower planning and recruitment, staff motivation and performance, leadership and teamwork.
Content:	<p>Topics include:</p> <ul style="list-style-type: none"> • Course Overview and Manpower Planning in Healthcare • Nurses Manpower Issues • The Doctors' Work • Conditions of Employment • Motivation of Healthcare Professionals • Team work, Communication and Change Management • Staff Recruitment, Supervision and Development • Staff Protection and Occupational Health
Learning Outcomes:	<p>On completion of the module, the students are expected to:</p> <ul style="list-style-type: none"> • Develop an understanding of the HR environment and management in health care organisations • Understand how key HR principles are applied in health care organizations, both private and public • Gain insight into common HR problems and challenges encountered in health care settings and explore how these can be addressed
Prerequisite:	None
Duration:	Summer Semester; 20 contact hours
Coursework/ Examination ratio:	<p>2 Individual assignments (2000 words each): 70%</p> <p>Presentation and Participation: 14%</p> <p>Pre-reading summaries: 16%</p>
Examination method and duration:	N/A