

Research on Human Resource Management in Grassroots Health Institutions

Ziliang Qian

Shunde Hospital of Southern Medical University, Foshan 510000, China

Abstract: In recent years, with the rapid development of China's healthcare system, healthcare institutions in China have also faced new challenges in their development process. In order to effectively address these challenges, health institutions in China need to actively reform the existing human resource management model, improve the level of human resource development, and ensure that the internal human resource allocation of the unit can be significantly optimized, providing a corresponding human resource guarantee foundation for the various business operations of grassroots health institutions. Based on this, the author will elaborate on the problems existing in the human resource management of grassroots health institutions in China, and propose corresponding reform measures to address these issues.

Keywords: Grassroots health institutions; Human resource management; Institutional innovation

Introduction:

The medical and health industry is closely related to the daily life and self-interest of the general public. The development of medical and health industry not only needs to consider public services and social interests, but also requires the appropriate introduction of efficiency mechanisms for its healthy and orderly development. In order to achieve better development, medical and health institutions must actively reform to ensure that they can provide better medical and health services to the people. This has also become an increasingly important issue for countries around the world, especially socialist countries, in their development. Due to the reliance on the practice of professional technicians in providing medical and health services, human resource management has become a key aspect of the reform of medical and health institutions, and has achieved certain results through continuous exploration. However, there are still significant problems in the implementation of human resource management in some medical institutions, such as outdated human resource management concepts, single talent training methods, and unscientific performance evaluation settings. Therefore, relevant medical and health institutions, especially grassroots units, must start from the actual needs of the region, fully combine with the sustainable development needs of their own units, improve the construction of their human resource management models, inject fresh blood into the development of China's medical and health industry, and promote the healthy and long-term high-speed development of China's medical and health industry.

1. The significance of human resource management in medical and health institutions

In the development of medical and health institutions, human resources work has been playing an indispensable role. As the most fundamental and active element in production relations, to ensure the healthy development of medical and health institutions, it is necessary to start by improving the professional abilities of relevant personnel. In the context of the new era, if medical and health institutions want to fully tap into their social value, they must actively explore new paths for human resource management, enhance internal cohesion, attach equal importance to education, and cultivate more professional medical and health technology and management talents.

1.1 Improve employee work enthusiasm and create a good working atmosphere

Scientific human resource management can clarify goals for the personal development of employees, help them identify their future work priorities, clarify career development plans, help employees maintain a more positive attitude in their work, and thereby improve the efficiency of medical and health units. In addition, in the practice of human resource management, it is more in-depth and refined, and can timely discover various potential ideological problems in employees' work, provide correct guidance and assistance to employees, strengthen their job awareness, help employees form a scientific, pragmatic, and down-to-earth work attitude, create a good working atmosphere within medical and health institutions, and promote the comprehensive growth and development of the employee team.

1.2 Improve employee ideological awareness and standardize their daily work behavior

Human behavior is influenced by one's own thoughts. Therefore, medical and health institutions should carry out human resource management work from the perspective of improving employee ideological awareness. While fully carrying out party building and ideological and political work, we also standardize various rules and regulations of the unit, regularly conduct various forms of training and discussions, help employees improve their personal ideological awareness, establish a correct set of work values, and fully play the guiding role of ideology to comprehensively stimulate their work enthusiasm. Under clear regulations and requirements, employees will constrain their behaviors in daily work and improve the standardization of various work processes. In addition, under the influence of human resource management, employees are able to work in one direction, effectively improving the internal cohesion of the employee team.

1.3 Optimize human resource allocation and improve daily work management system

In order to fully leverage the advantages of human resource management, relevant medical and health institutions should actively optimize their existing human resource allocation to avoid wasting resources in various departments and departments. By implementing human resource management requirements, the potential of every employee can be fully unleashed. Units can develop corresponding

incentive policies for employees to encourage them to make positive contributions to their personal and career development. In addition, the human resources department can also conduct in-depth exploration of each employee, analyze the ability advantages and job characteristics of different employees based on their job performance, and make appropriate adjustments to their positions to ensure that each employee can have a higher degree of matching with their current position, truly achieving the goal of “fully utilizing talents and resources”.

For medical and health institutions, the daily work management system should actively change with the development of the times. Therefore, relevant management personnel should adhere to the concept of keeping up with the times, adjust the daily management system in a timely manner according to the current development needs of the industry and employees, and ensure that medical and health institutions can effectively respond to complex and changing social situations. When adjusting the daily management system, relevant information should be actively collected to improve the accuracy and feasibility of the management system. Through diversified daily management measures, medical and health institutions can better understand the actual needs of each employee, and timely customize scientific personal development directions for them, solve various problems that arise in their daily life and work, enhance their sense of belonging, and effectively ensure the healthy development of medical and health institutions.

2. Shortcomings in human resource management in medical and health institutions

2.1 Inadequate ideological cognition

At present, many medical and health institutions in China have a shallow understanding of the importance of human resource management work, and lack corresponding management system guarantees. This leads to a significant reduction in the effectiveness of human resource management work, making it difficult to play its due role. In addition, some management personnel have insufficient management awareness, and the management effect is not obvious. Over time, it is difficult to form a good management atmosphere within the unit, and the subsequent development of human resource management work will be seriously affected. Therefore, relevant medical and health management departments need to strengthen ideological training for employees, improve the awareness of human resource management among all internal personnel of the enterprise, and lay a solid ideological foundation for the subsequent development of human resource management work.

2.2 Inadequate management system

At present, many medical institutions in China seems lacking the corresponding standardized systems for human resource management. Some units have human resource management systems that are borrowed from other relevant units. However, the actual workflow and development situation of different units may vary. Therefore, copying the management systems of other units can lead to a vacuum in the management of our own unit, and the feasibility and scientificity of the relevant systems are not strong. In addition, talent cultivation is a key issue that every unit must face. However, some medical institutions do not place sufficient emphasis on employee training, resulting in a limited understanding, resulting in a lack of effective training activities or mechanisms, with a single form and shallow content, making it difficult to fully realize the important value of training activities for talent cultivation. Finally, due to the particularity of medical and health institutions, many units have focused on training employees in medical skills, and there is a lack of guidance on the ideological level of employees. Over time, this can easily lead to ideological deviations among employees, affecting the normal operation of unit business.

2.3 Insufficient level of information management

With the rapid development of information technology, China has entered the era of informatization. Therefore, for medical and health institutions, work reform inevitably needs to be highly integrated with informatization. Combining information technology with human resource management can effectively improve the efficiency of human resource management and accurately identify potential problems in various aspects of the work. However, currently some medical and health institutions in China have insufficient awareness of information technology development, and are unable to organically integrate with information technology in carrying out human resource management work. The advantages of information technology cannot be effectively utilized, and the work pressure of relevant professionals cannot be relieved, which in turn increases the management costs of daily operations of the units.

3. Human resource management strategies for primary healthcare institutions

3.1 Innovate ideological concepts and create a good management atmosphere

To carry out human resource management in medical and health institutions, it is necessary to adhere to the core concept of “people-oriented”. Relevant staff should actively care about the personal daily life and emotional issues of employees, and close the gap between employees by organizing diverse cultural and entertainment activities, creating a more harmonious and friendly working atmosphere within the unit. In response to the development needs of different employees, sufficient development space should be provided, and efforts should be made to achieve the good growth of endogenous talents and further development of introduced talents. In addition, the unit should create a good working atmosphere for employees. In the current tense doctor-patient relationship, it is important to focus on the security issues of employees and improve their sense of security.

To fundamentally improve the level of human resource management, relevant units should fully leverage top-level design. The leadership should first recognize the help that human resource management brings to the sustainable development of the unit, and combine it with the current development trend of the era, timely transform their own thinking, and formulate more scientific and reasonable management policies for enterprise reform. At the same time, we must adhere to the concept of “people-oriented”, think about the direction

of institutional reform from the perspective of employees, and adjust the institutional reform based on the successful experience of other relevant units. Finally, it is necessary to increase the promotion of human resource management concepts to ensure that relevant concepts can penetrate into the hearts of every employee, so that employees can have higher cooperation in the subsequent development of human resource management work, and provide solid ideological support for the development of the medical and health industry.

3.2 Establish a comprehensive talent training mechanism

Many medical and health institutions in our country have a shortage of talent resources, mainly due to the lack of a sound talent training mechanism, which has greatly affected the quality and quantity of existing medical talents. In order to solve this problem, relevant medical and health institutions need to combine the actual development needs of their employees and develop more scientific and comprehensive talent training mechanisms. For example, the unit can regularly hold professional skills competitions and encourage employees from various departments and divisions to actively participate, enhancing their competitiveness and sense of honor. In addition, the unit can regularly carry out ideological training activities to encourage employees to actively learn from advanced and typical deeds, help employees establish correct work concepts and values, and actively observe their daily behavior. Employees who encounter problems should be guided and helped in a timely manner, understand their demands, and provide corresponding solutions for different problems to improve their sense of identification and belonging to the unit.

3.3 Establish a sound employee assessment mechanism and build a job promotion system

For employees, promotion is one of the most concerning issues in their work. Therefore, medical and health institutions should develop a reasonable job promotion system for employees, broaden job promotion channels, subdivide job levels, and have different salary and benefits for each level, in order to improve employee work enthusiasm and encourage them to strive towards their career goals. In addition, by segmenting job levels, ordinary employees can more intuitively feel the improvement of their career level and improve the effectiveness of incentive policies.

3.4 Utilizing information technology to create an information management system

In modern human resource management, refined management is the main development direction. Medical and health institutions have a higher demand for refined management due to their wide scope of work and complex job content. Therefore, medical and health institutions should rely on modern information technology to establish a comprehensive information-based human resource management system, which is conducive to effective supervision of various internal work and departments within the unit. In order to ensure the compatibility between the system and our unit, we can cooperate with relevant development enterprises to ensure that the system interface and various functions can meet the daily needs of the unit, greatly improving the efficiency of management work.

Conclusion:

In summary, if medical and health institutions want to achieve innovation in human resource management, they need to start with innovative ideas and concepts, create meaningful job roles for employees, improve relevant supporting management mechanisms, and enhance their sense of belonging and recognition. At the same time, we should actively adopt information technology to meet the development needs of the times, establish an information management system, improve the efficiency of human resource management in units, and provide society with more comprehensive and high-quality medical and health services.

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