

Abstract

Special Paper

Human Resources Assessment as a Component of Effective Management: Implications for the Health Sector

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Abstract

Organizations with long-term strategies and objectives invest in human resources as they constitute an important advantage within a competitive market. The management of human resources in the health sector constitutes a crucial issue, related to the effective performance of the personnel. The effective human resources management (HRM) is linked with the personnel's performance. The HRM aims to improve the performance of the employee and also to promote the competitiveness and the business performance. The meaning of the word "performance" is analysed in accordance with the relevant bibliography as well as the concept of 'reliable and valid method of assessing the human resources'. In the literature the steps for the formation of a reliable assessment method are based on three processes: 1. the analysis of the required job positions, 2. the results, and 3. the methods of measuring achievements. The most common evaluation methods of the personnel's performance are also analysed as well as the advantages and the purpose of the evaluation, along with a reference related to the advantages of the business assessment during the ongoing economic crisis period. In conclusion, a well-organized and a well-structured system which meets the special conditions and goals of every business model plays a significant role, since the performance is improving and the productive work is achieved. The evaluation is a complicated process which follows certain standards and has to take into consideration all the special conditions of each organization.

Key Words: health management, human resources, assessment, organization