



Списание за наука

„Ново знание“

ISSN 2367-4598 (Online)

ISSN 1314-5703 (Print)

Академично издателство „Талант“

Висше училище по агробизнес и развитие на регионите - Пловдив

New Knowledge

Journal of Science

ISSN 2367-4598 (Online)

ISSN 1314-5703 (Print)

Academic Publishing House „Talent“

*University of Agribusiness and Rural Development
Bulgaria*

<http://science.uard.bg>

GOOD PRACTICES IN THE DEVELOPMENT OF HUMAN RESOURCES IN HEALTHCARE

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Abstract: The paper presents the most topical questions about good practices in development of human resources management in healthcare - communication, relationships, selection; introduction; motivation; development, planning.

Keywords: good practices, human resources, healthcare, communication.

ДОБРИ ПРАКТИКИ В РАЗВИТИЕТО НА ЧОВЕШКИТЕ РЕСУРСИ В ЗДРАВЕОПАЗВАНЕТО

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Human resource management has a significant role in modern health organizations. Many of them today are aware of the importance of people in achieving their goals. The achievement of organizational goals will not be possible without human resources and the significant role of HRM in modern health organizations. (Aleksiev, 2012).

The ability of organizations to promote, develop and use the innovative potential of their employees contribute to the success of the organization.

At the heart of the logic of training and human resource development is the ensuring a high level of performance of work duties by the people in the organization, which cannot happen if they do not have the relevant competencies. Career development in organizations is a process of capacity building of employees and its manifestation / realization to perform new, more complex

and more responsible work duties in accordance with the requirements. This is done on the basis of activities for improving competencies (knowledge, skills, attitudes and more leads) and finds expression in the upward movement towards successful implementation of new and more complex work responsibilities. (Atanasova, 2015).

One of the good practices for human resources development is the addition of new responsibilities to the employee. In this way, prerequisites are created for the employee to upgrade the already acquired knowledge and skills.

Greater diversity in work tasks can improve the interest, challenge and commitment of the employee to the position (Dimitrov et al., 2018).

The rotation principle / exchange of positions / is also a good practice for human resources development. In this way, the employees get acquainted with the overall work process in the individual structural units, already acquired competencies are being improved.

Organization of so-called team building gives employee the opportunity to share their experience each other, to acquaint others with the nature and specifics of their work, to reveal the subtleties of the job position they occupy.

Participation in professional organizations also enables managers and employees of a health institution to meet with specialists, to receive up-to-date information, to take part in various events, round tables, seminars.

Each employee in the process of his development in the organization goes through a stage: orientation, specific situation in a real work environment, development in the hierarchy and productivity, evaluation and control.

The main management task in the organization is to motivate people to be motivated to work effectively and use their own potential.

Human resources are distinguished by their uniqueness and originality. They are the ones who produce, plan, organize and control the economic activity of an organization (Kesov, 2022).

Only suitable and motivated people who perceive the goals of the company as their personal goals. It is necessary for each staff member to have a perspective for growth and movement to a higher hierarchical step. You need to know in advance what needs to be done to realize it, what knowledge and skills need to be acquired. would improve the efficiency of its activities and contribute to its prosperity.

Conclusion: For the successful functioning and development of any organization it is necessary to have highly motivated employees who are satisfied with the working conditions provided to them. To improve the standard of living in our country it is necessary to increase productivity and quality of work. And one of the steps in this direction is the proper management and motivation of staff.

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