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# Learning Objectives

MedBridge Education

*Human Resource Management (HRM): A Rehabilitation Focus*

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Upon completion of this course, the online learner will be able to

## Chapter 1: Introduction to HRM

- Evaluate HRM's importance in health care organizations (HCOs).
- Examine the attributes of a "profession."
- Develop "best (organizational culture) practices" to recognize and support one another in rehabilitation work settings.

## Chapter 2: Recruitment, Selection and Retention of Key People

- Understand key quantitative HR recruitment tools: yield ratios, Markov analysis
- Review and perfect your professional resume.
- Achieve and facilitate co-professionals' achievement of self-actualization.

## Chapter 3: Gender Discrimination: Sexual Harassment

- Analyze workplace gender discrimination, and be prepared to be part of its solution.
- Evaluate the two forms of sexual harassment.
- Resolve relevant cases presented.

## Chapter 4: Team Management, Leadership, Workplace Diversity

- Reflect on team management problems you have experienced, and their resolution. Incorporate new ideas presented herein.
- Assess your leadership style, and that of your work colleagues.
- Appreciate and advocate for workplace diversity among staff in rehabilitation settings.

## Chapter 5: Performance Appraisals, Compensation Management, Union Issues, Employee Discipline, Job Satisfaction, Safety/Health, EAPs

- Evaluate performance appraisal methods, and select the optimal one for your staff.
- Understand progressive discipline, and meet ethical & legal standards when implementing it.
- Take appropriate steps to optimize employee job satisfaction (morale) and productivity.

## Chapter 6: Summative Case Analysis

- Analyze and satisfactorily resolve complex cases presenting HRM issues.
- Achieve, and facilitate the achievement in workplace colleagues, of self-actualization.
- Synthesize principles learned into clinical practice.