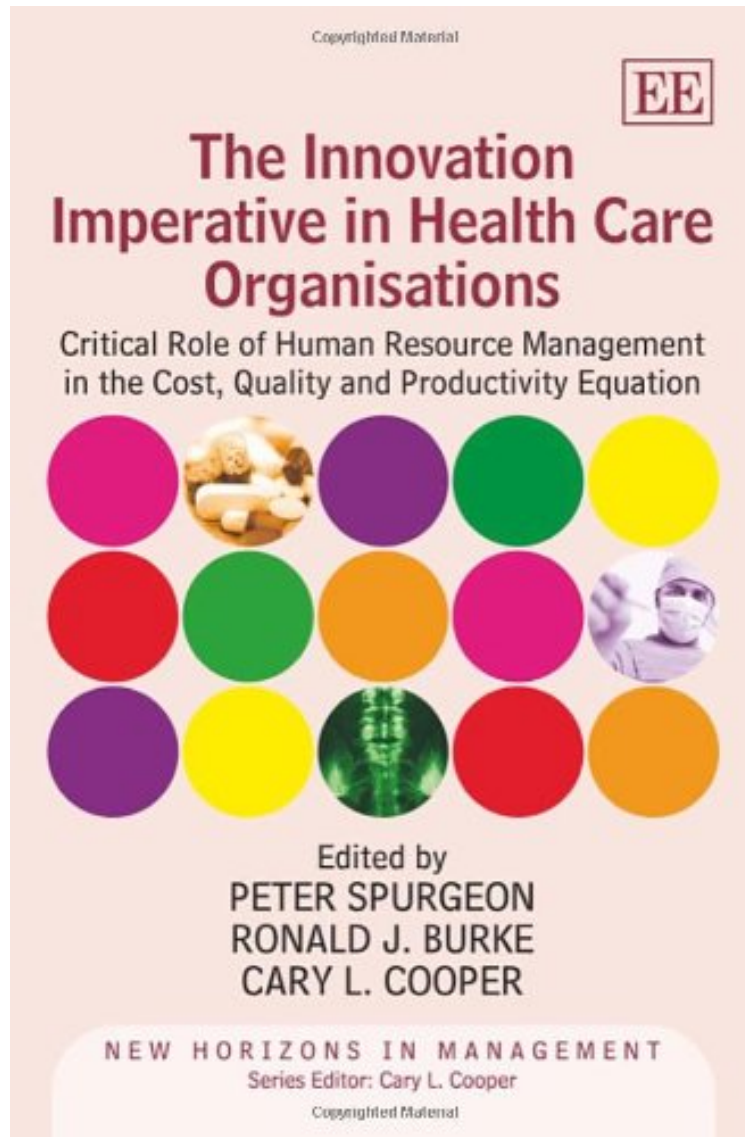


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# The Innovation Imperative in Health Care Organisations: Critical Role of Human Resource Management in the Cost, Quality and Productivity Equation (New Horizons in Management series)

*Peter Spurgeon, Ronald J. Burke, Cary L. Cooper*  
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**Peter Spurgeon, Ronald J. Burke, Cary L. Cooper : The Innovation Imperative in Health Care Organisations: Critical Role of Human Resource Management in the Cost, Quality and Productivity Equation (New Horizons in Management series)** before purchasing it in order to gage whether or not it would be worth my time, and all

praised *The Innovation Imperative in Health Care Organisations: Critical Role of Human Resource Management in the Cost, Quality and Productivity Equation* (New Horizons in Management series):

This insightful book discusses vital concepts of system sustainability in terms of productivity, quality improvement, innovation and cost control in the context of maximizing the potential of staff in the health care sector through effective human resource management. Health systems in the western world face increasingly intense pressure to contain or reduce costs, while countries such as China and India move towards universal coverage. The contributors illustrate that radical gains in efficiency and innovative practice are required internationally in health care systems. They argue that the high proportion of health care system costs invested in staffing place the human resource function at the forefront of meeting this challenge. Sustained system change and productivity gains, more effective management of staff and work climate are essential elements of reform and are all covered in this book. The book provides practical examples as to how health service managers can rise to the challenge of sustaining services against greater pressures than ever before. It will strongly appeal to academics and students of health service management and public sector management. Health service managers, HR professionals in health as well as clinical staff will also find plenty of informative information in this enriching compendium. Contributors include: J. Appleby, N. Ashkanasy, F. Barwell, H. Bevan, M. Cooke, S. Cross, H. Flanagan, A. Grove, J. Hartley, M. Hopkins, H. Laschinger, S. Leggat, P. Mazelan, J. Ovreteit, A. Richardsen

Healthy organisations are twice as likely to get better results than unhealthy ones, and this could be a matter of life and death if your business is healthcare. Whatever way you look at it, HR has a key role to play and the authors once again points the way. --Clare Chapman, Group People Director, BT (British Telecoms) If healthcare systems around the world are to respond to the growing demands of an ageing population and advances in technology, then healthcare workforces will need to be managed with imagination, agility and innovation. This important book sets out some of these challenges in a thoughtful and accessible way, allowing the reader to tap into the research pedigree of its authors and to draw out lessons and evidence which will inform both strategy and practice. --Stephen Bevan, Director, Centre for Workforce Effectiveness, The Work Foundation  
About the Author Edited by Peter Spurgeon, Professor of Health Services Management, Medical School, University of Warwick, UK, Ronald J. Burke, Emeritus Professor of Organizational Studies, Schulich School of Business, York University, Toronto, Ontario, Canada and Cary L. Cooper CBE, Distinguished Professor of Organizational Psychology and Health, Lancaster University, UK