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to develop a high performance and effective workforce the organization should use human resource management input in the following organizational areas 1 establishment of a legal and ethical management system 2 job analysis and job design 3 recruitment and selection 4 healthcare career opportunities 5, **a handbook of human resource management practice a** - the process of human capital management hcm as described in the next chapter is closely associated with human resource management however the focus of hcm is more on the use of metrics measurements of hr and people performance as a means of providing guidance on people management strategy and practice, **human resources management for health care organizations** - human resources management for health care organizations a strategic approach written by the authors of handbook for the new health care manager and human resources management for public and nonprofit organizations the book covers the context of human resources management in the unique health care business arena from a strategic perspective, **healthcare human resource management 3rd edition kindle** - 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