The E Hr Advantage The Complete Handbook For Technology Enabled Human Resources By Deborah D Waddill 2011 12 16

"Capitalizing on the talents of a multigenerational work force is the key to future business success. Sherri Elliott recognizes that and gives sound advice." —Leslie Elliott, president, Toni & Guy, USA For the first time in history, the American workforce is comprised of four distinct generations—Traditionalists, Boomers, Xers, and Millennials. Additionally, today's workforce brings with it a new set of challenges and opportunities: the looming labor shortage, sagging productivity, knowledge transfer, the language barrier, and stereotypes. Ties to Tattoos offers innovative ways to recruit, reward, manage, motivate, train, and retain, all within a generationally diverse workplace. Understanding generational issues is one of the best new tools for resolving conflicts and boosting productivity. Ties to Tattoos provides keys for understanding these issues and strategies to leverage multigenerational differences in ways that make companies stronger. The creative people strategies described throughout the book set the bar for companies in the coming decade with the sustainable competitive advantage engaged and committed employees. "Ties to Tattoos provides thought-provoking realities you need to consider. It affords actionable ideas on how to gain better understanding of what drives today's workforce to deliver exceptional results." —George Killebrew, Senior Vice-President of Corporate Sponsorships, Dallas Mavericks "Provides very helpful insights into the nature and reasons for these generational differences and offers strategies for leveraging them to an organization's advantage. While the commonalities between generations may be much greater than the differences, knowing how to recognize and manage the differences can make the leadership challenge less daunting." —Susan R. Meisinger, SPHR, past president, Society for Human Resource Management

Experts from across all industrial-organizational (IO) psychology describe how increasingly rapid technological change has affected the field. In each chapter, authors describe how this has altered the meaning of IO research within a particular subdomain and what steps must be taken to avoid IO research from becoming obsolete. This Handbook presents a forward-looking review of IO psychology's understanding of both workplace technology and how technology is used in IO research methods. Using interdisciplinary perspectives to further this understanding and serving as a focal text from which this research will grow, it tackles three main questions facing the field. First, how has technology affected IO psychological theory and practice to date? Second, given the current trends in both research and practice, could IO psychological theories be rendered obsolete? Third, what are the highest priorities for both research and practice to ensure IO psychology remains appropriately engaged with technology moving forward?

*The Incentive Roadmap(r) is acknowledged as one of the most comprehensive and actionable guides available to healthcare professionals seeking to achieve meaningful use through certified EHR technology. The new Fourth edition adds new and expanded information including: * New Appendix on required Core Objective: Performance of HIPAA Compliant Security and Risk Analysis * New Appendix which includes link to recorded webinar and slides from the recent eLearning event for Specialists and Meaningful Use * Extended Chapter for Specialists achieving Meaningful Use through exclusions * Update information on Certified Technology and the Permanent Certification Program * New information on the provisions proposed in the CMS NPRM for Stage 2 Meaningful Use What buyers are saying: I highly recommend this for medical practices trying to qualify for meaningful use this and upcoming years. - Stuart Zeilender "5 out of 5 stars, this book is well researched, insightful and full of useful information. It distills a difficult subject into plain English. It is clear that the author is well versed in the subject matter. I recommend this book highly." - Marla Durben Hirsch ...I also love a later section where Jim Tate provides some practical strategy advice on how a clinic should approach meaningful use. I know I'll be keeping my copy of The Incentive Roadmap(r) close by as a reference. It's a lot easier to go through than the HHS/CMS/ONC websites. - John Lynn, EHR blogger, emrandhipaa.com Written by Jim Tate, a nationally recognized expert on the CMS EHR Incentive Program, certified technology and Meaningful Use objectives, The Incentive Roadmap(r) is currently in use by practices around the country as the "go-to" manual on achieving meaningful use. In addition to new material, it provides end-to-end guidance to eligible providers and practices on the right way to successfully meet all the requirements for receiving incentives and covers: * Which incentive program to select * How to become a meaningful user * The registration process * Details on certification * Meaningful Use for Specialists This manual looks at what steps you will need to take to get ready for meaningful use.*

The second edition of this sucessful title addresses new issues facing practitioners of human resource management in a thorough and thoughtful manner.

People Strategy

Complete Guide and Toolkit to Successful EHR Adoption

Ties to Tattoos

How to Win the War for Talent by Giving Employees the Workspaces they Want, the Tools they Need, and a Culture They Can Celebrate

Exploring EHR Adoption and Implementation

Gaining a Competitive Advantage

The hospitals and their healthcare providers need to optimize simultaneously three outcomes: healthcare costs, healthcare options offered to customers, and information utilization efficiency. The adoption of electronic healthcare record (EHR) technologies is a potential managerial mechanism for balancing these outcomes. EHR offers patient management and decision support capabilities that can ameliorate health delivery outcomes for patients, doctors, and hospitals through better-informed business and care decisions. The analysis of data collected in an EHR system may lower costs and improve health care delivery (or both). In sum, it could be argued that EHR is a source of competitive advantage. Despite this prima facie appeal, many hospitals remain reluctant to adopt and implement EHR due to lack of insights into return on investment, unavailability of tested systems and data entry obstacles. To address this gap between the potential of EHR system and lack of its adoption, the purpose of this research is to investigate the role of EHR as a resource of competitive advantage for hospital. Essay 1, titled "Implementation and Adoption of EHR: A Conceptual Model based on Resource Advantage Theory", describes the antecedents and consequences of EHR adoption and implementation. Essay 2, titled "Exploring the Relationship Between Electronic Healthcare Record Adoption and Quality of Care", delves deeper into the operational performance of a hospital. This essay focuses on the impact of EHR on different aspects of patient care and thereby on the financial performance of the hospital. Essay 3, titled "The Effect of Resources on a Hospital's Financial Performance: The Moderating Role of Electronic Health Records Implementation and Adoption", is an empirical inquiry into the key factors that may influence hospitals' financial performance. These include organizational factors (such as, number of nurses and beds) and environmental factors (such as, location and received donations). Further, this essay explores the interaction effects between EHR and these factors. In summary, this research provides a conceptualization and an empirical investigation of EHR adoption and implementation and its impact on hospitals' operational and financial performance, an area receiving widespread attention from health care organizations, patient rights activists, public policy makers and the media. Future research can take two paths. First, further research should address questions related to the integration of EHR with other production and inventory management systems, and the prospective benefits attained from system integration. Second research is needed to investigate how parallel information transfer across multiple stakeholders may concurrently preserve Health Insurance Portability and Accountability Act, reduce health care delivery costs and optimize service quality.

Human Resource Management: Gaining a Competitive Advantage was developed to teach students how to overcome strategically overcome challenges within organizations, and gain a competitive advantage for their companies. Its author ' s teamwork, diverse research, teaching, and consulting experience delivers a learning program strong is depth and breadth, and current in research and practice simply not found in other products.

The use of ICT applications has dipped into almost every aspect of the business sector, including trade. With the volume of e-commerce increasing, international traders must switch their rules and practices to e-trade to survive in such a competitive market. However, the complexity of international trade, which covers customs processes, different legislation, specific documentation requirements, different languages, different currencies, and different payment systems and risk, presents its own challenges in this transition. Tools and Techniques for Implementing International E-Trading Tactics for Competitive Advantage examines the multidisciplinary approach of international e-trade as it applies to information technology, digital marketing, digital communication, online reputation management, and different legislation and risks. The content within this publication examines digital advertising, consumer behavior, and e-commerce and is designed for international traders, entrepreneurs, business professionals, researchers, academicians, and students.

Matthew Prior (1664-1721) was a minor poet and diplomat under King William III and subsequently Queen Anne. As an envoy to the Netherlands and France and negotiator of the Treaty of Utrecht in 1713 he had a ringside seat at the European power struggles of his time, while at the same time forging a literary career by publishing poetry and angling for the post of Poet Laureate. Prior's surviving correspondence to his patrons and paymasters is a uniquely witty record of diplomatic life. The first full-length biography of Prior, this book was first published in 1921. Its author, Leopold George Wickham Legg, was an editor of the Dictionary of National Biography. The appendixes include detailed information about Prior's family background and transcriptions of some of his surviving letters and a diary from 1712.--

The EHR Guru

Designing Strategies for Effective Human Resource Management

How to Invest in People and Make Culture Your Competitive Advantage

Positioned

Managing Knowledge for Sustained Competitive Advantage

The Incentive Roadmap(r)

The Impact of Resource Advantage Theory on Healthcare Organization's Competitive Position

Discover the challenges, rewards and most recent advancements in the field of human resource development today with Werner's HUMAN RESOURCE DEVELOPMENT, 8E. This powerful edition addresses each aspects of human resource development -- from orientation and skills training to careers, management and organizational development. Updated content integrates more than 1,000 new citations and draws from the latest professional and academic organizations, while expanded coverage prepares you to address international issues, diversity and inclusion. Interesting chapter-opening cases, practical end-of-chapter exercises and meaningful discussions highlight how a variety of organizations today have effectively translated leading human resource development concepts and theories into effective practice.

Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Talent Management Systems addresses the transformation Web-based technologies have brought to workforce acquisition and management. It examines proven and leading-edge best practices, and what tactics and strategies organizations should employ to remain competitive in this arena. The book is part practical, offering advice on how to institute best practices in e-recruitment and talent management, and strategic, discussing trends and state of the art technology and practices that should be adopted or avoided. "We're at the brink of the next global battle in the war for talent, and companies with a firm grasp on today's technologies, and the best view over the horizon, are positioned to win. No one understands the intersection of talent and technology better than Allan Schweyer and, as this book demonstrates, no one tells us the story as clearly as he. This is an essential read and an important work in the now-critical discipline of human capital management." —Michael Foster, CEO, AIRS, and Author of Recruiting on the Web "Allan Schweyer has been on the leading edge of recruitment technology since the dawn of the Internet. In many ways the Internet has created more confusion than solutions for the world of recruiting and talent management. It has certainly made things more complex. HR professionals and even company presidents have become desperate for clarity on the future of talent management-Allan Schweyer's book provides that clarity and establishes him as the authority on web-based hiring and talent management. No major implementation decision should be made without this invaluable guide." —Graham Donald, President, Brainstorm Consulting "Talent management has suddenly gone from being a nice idea to a core business function. No one knows more about this new function, and the technologies that make it possible, than Allan Schweyer." —David Creelman, Senior Contributing Editor, HR.com, and Independent Human Capital Analyst "Once again, Schweyer has produced the best writing in North America on this subject, which I've covered for fifteen years." —Bill Kutik, Technology Columnist, Human Resource Executive "As corporate executives quickly come to the shocking realization that the global workforce-and how that talent is managed and developed both locally and globally—will almost unilaterally determine their future success in global markets, few workforce experts have bothered to provide business leaders with a useful compass and map for the next chapter of workforce management. Mr. Schweyer generously and eloquently provides the talent compass and workforce map for the first pragmatic steps of the new global journey." —John Chaisson, CEO, Global Workforce Solutions

The international best seller Human Resource Champions helped set the HR agenda for the 1990s and enabled HR professionals to become strategic partners in their organizations. But earning a seat at the executive table was only the beginning. Today's HR leaders must also bring substantial value to that table. Drawing on their 16-year study of over 29,000 HR professionals and line managers, leading HR experts Dave Ulrich and Wayne Brockbank propose The HR Value Proposition. The authors argue that HR value creation requires a deep understanding of external business realities and how key stakeholders both inside and outside the company define value. Ulrich and Brockbank provide practical tools and worksheets for leveraging this knowledge to create HR practices, build organizational capabilities, design HR strategy, and marshal resources that create value for customers, investors, executives, and employees. Written by the field's premier trailblazers, this book charts the path HR professionals must take to help lead their organizations into the future. Ulrich is a professor at the University of Michigan School of Business and the author of 12 books and more than 100 articles on the subject of human resources. Brockbank is a clinical professor of business at the University of Michigan School of Business, the author of award-winning papers on HR strategy, and an adviser to top global organizations.

Abstract A Case Study: The Influence of Incentives on the Use of Clinical Information Technology in Physician Organizations by Thomas Ryan Williams Doctor of Public Health University of California, Berkeley Professor James C. Robinson, Chair Background: The Institute of Medicine has called for increased adoption of information technology in U.S. healthcare to improve its quality and efficiency. In response, U.S. public and private purchasers of healthcare have developed pay for performance and other incentive programs to encourage physicians and physician organizations to implement Clinical Information Technology (CIT). Most notable, the American Recovery and Reinstatement Act (ARRA) of 2009 created a landmark program of Medicare and Medicaid payment incentives to encourage implementation of CIT by physicians in the form of electronic medical records, yet research about the influence of incentives on CIT use by physicians and physician organizations is scant. Objectives: This study examines the nation's largest private pay for performance program and the response of its participating physician organizations to incentives for CIT use. The objectives of the study include determining the characteristics of physician organizations associated with the use of CIT; their response to direct and indirect financial incentives for its use; and the perceptions attributed to different types of CIT and to financial incentives by the leadership of physician organizations. Study Design, Setting and Participants: A mixed-methods, retrospective case study of a pay for performance program from 2003 to 2007 including 206 physician organizations (POs) (2007) with individual physician association (IPA), medical group and foundation organizational structures. Forty-six percent (2003) to sixty-four percent (2007) of POs responded to an annual survey reporting use of 11 CITs and EHR use. A multi-variant regression analysis tested PO characteristics associated with CIT and EHR use and PO response to both direct and indirect incentives. A structured survey of PO leadership using a purposive sample of 35 POs (17%) in 2007 tested the perceived attributes of PO leaders regarding different types of CIT and financial incentives. Main Outcome Measures: The extent of CIT use by POs (e.g., e-prescribing) on the basis of summary indices including population management CIT (0-3), point of care CIT (0-8), all CIT (0-11), electronic health record (EHR) use and PO characteristics associated with CIT and EHR use. The response to direct and indirect financial incentives by POs for CIT use using IT survey response and self-reporting of clinical results. The perceptions of PO leaders attributed to direct and indirect financial incentives and the CIT innovations examined in the study. Results: Multi-variant regression analysis indicates the early use of population management CIT by POs is associated with PO geography, relative advantage and size. Early use of point of care CIT and EHR by POs is associated with PO geography, relative advantage and more highly structured organizational type. This analysis further indicates the early response by POs to direct financial incentives for CIT use is associated with PO size, relative advantage and social networking. The early response by POs to indirect financial incentives for CIT use is associated with PO size, relative advantage, more highly structured organizational type and lower Medicaid payer mix. The qualitative analysis of data collected from the PO Leadership Survey indicates that for most POs direct financial incentives for CIT use were not an important stimulus for new investments in CIT; however, these incentives did influence the types of CIT implemented. Conversely, this analysis indicates indirect financial incentives did stimulate earlier use of CIT by POs. The PO Leadership Survey also indicates that the perceived operational risk of CIT innovations had a negative correlation with CIT use, and point of care CIT is perceived as more operationally risky than population management CIT. Furthermore, the perceived attributes including relative clinical advantage, relative financial advantage and trialability had a strong positive correlation with population management CIT innovations. These results suggest that financial incentives influence the sequence and pace of CIT adoption by physician organizations.

Human Resource Management

Turning Generational Differences into a Competitive Advantage

A Case Study

Human Resources in the Digital Age

Strategic Workforce Planning that Gets the Right Person in the Right Job

Contemporary Issues in Human Resource Management

The Cambridge Handbook of Technology and Employee Behavior

The Brave New World of eHR is an important resource, filledwith the most current information and practical advice on eHR forhuman resource professionals and industrial and organizationalpsychologists. Written by an expert group of scholars,practitioners, and subject matter experts, this book offers anoverview of the major technological trends in eHR, and shows how touse technology to enhance organizational effectiveness. Comprehensive in scope, the book includes information on a widevariety of topics and Reviews the transformation of human resources from manualprocesses to sophisticated CRM and ERP systems Examines the effectiveness of online strategies for attractingtalent Offers valuable guidelines that can help organizations design,deliver, implement, and sustain e-selection systems Includes a review of the recent research on the effectivenessof distance learning in educational and organizationalsettings Analyzes the potential advantages and disadvantages of usingeHR to manage employee performance Shows how technology supports the administration ofcompensation systems Outlines recent trends in delivering HR products andservices Considers the functional and dysfunctional consequences ofusing eHR to attract, select, and manage the performance ofemployees in organizations Presents a fascinating and futuristic look at HR and technologyfor decades to come

The EHR Guru is a quick read in the spirit of The One Minute Manager. It appeals to all kinds of people in the medical profession seeking to understand what is required to most effectively implement an electronic health record ("EHR") system including the necessary technology, integrations with multiple vendors, project management and workflow adaptation requirements, and training and technical support issues. Told through the fictitious story of a young medical office practice manager named Sam, authors Stemp and Russell communicate how he helps his doctors focus on the key issues involved in a flawless EHR implementation so it increases their profits, lowers costs, improves staff productivity, and enables them to provide superior patient care. The information contained in this gem is based on Stemp's twenty-five years of professional experience advising clients on technology and ten years advising medical practices on the evaluation, selection, and implementation of EHR systems and related technologies.

From social-networking and e-recruiting, to technology support for management, this book examines the avenues of HR on the digital front

A survival guide to the human resources reengineeringrevolution Sparked by the new information technologies, a revolution is aboutto take place in the way human resource services are organized,staffed, and delivered. To prepare HR professionals for theseradical changes, Reengineering Human Resources provides acomprehensive guide to the basic concepts, processes, andtechnologies that are driving this change. In a clear, concisepresentation illustrated with numerous real-life examples, thisunique book gives the reader: * A detailed primer on the new information technologies, includingspecific human resource uses of the personal computer, interactiveinformation systems, CD-ROMs, personal digital assistants,networks, and more * An explanation of the basic concepts of reengineering, how it canbe implemented, and how to weigh costs and benefits--complete withwork flow graphics and spreadsheet templates * Detailed advice on staffing--the competencies HR professionalswill need in order to succeed and how employee competencies willchange with reengineered work * Specific cases of how human resource functions will be performedafter reengineering, including examples of recordkeeping,succession planning, performance management, training anddevelopment, employment practices, and more Human resources management is on the brink of radicaltransformation and the instrument of that transformation isinformation technology. Starting with this provocative premise, Reengineering HumanResources offers human resource professionals an eye-openingintroduction to the changes that are about to affect theorganization, staffing, and delivery of human resource services.For those who are prepared to take full advantage of the newtechnology, it will mean dramatic increases in productivity andimpressive decreases in cost, as well as vastly improved servicesand greater client satisfaction. In a real sense, the field ofhuman resources is undergoing a revolution. Written by management expert Lyle M. Spencer specifically for humanresource professionals, this book shows how new technologies,reengineered work processes, and retrained employees will bringabout this revolution. Although it assumes no technical expertise,Reengineering Human Resources brings the reader up to speed on thelatest hardware and software applications, including personalcomputers, interactive voice response systems, personal digitalassistants, CD-ROMs, expert systems, information networks, and muchmore. Not just a description of these changes, this important bookprovides complete "how-to" instructions for reengineering,including activity-based costing, value analysis, and work flowcharting. It describes the radical new approaches to organizingwork made possible by combining traditional work analysis methodswith advances in information technology. Specific cases ofreengineered human resource functions, including recordkeeping,employee health care benefits, performance management, training,compensation, and labor relations are illustrated with real-lifeexamples. An entire chapter describes the ways employeecompetencies will change in the reengineered organizations and jobsof the future. Information on implementing these changes explainshow to calculate both the costs and benefits ofreengineering. Timely, authoritative, and compelling, Reengineering HumanResources offers human resource professionals the opportunity toshape the future of their workplace and their profession.

Reengineering Human Resources

Coworker Social Influence and Behavioral Work-arounds in the EHR Implementation of Healthcare Organizations

Tools and Techniques for Implementing International E-Trading Tactics for Competitive Advantage

Registries for Evaluating Patient Outcomes

Encyclopedia of Human Resources Information Systems: Challenges in e-HRM

Technology, Outsourcing & Transforming HR

The Influence of Incentives on the Use of Clinical Information Technology in Physician Organizations

Human Resource Information Systems (HRIS) have become a crucial focus for management professionals. This cross-disciplinary book provides a thorough introduction to the field of HRIS, which combines two major management fields that impact the competitive advantage of companies--human resources and information systems.

This book examines the progress made in e-enabling the HR function and the relationship with outsourcing. The editors will review and analyse recent developments in the application of outsourcing and ICT to the HR function and its overall contribution to organizational aims. This text aims to fill the gap in current literature, by providing accessible guidance on how to tackle the e-enablement of the function and on the factors associated with successful outsourcing. There is no single text that adequately deals with this increasingly important problem and which has been recognised by the CIPD as a key area of research for their forward programme. The contributors all have leading-edge knowledge and practical experience and aim to provide practical guidance for organizations and HR professionals.

Title first published in 2003. Despite all the hype about e-learning, the real breakthrough in technology, at least as far as HR goes, is in the development of the corporate intranet for people management purposes. Bryan Hopkins and James Markham's book explains the potential for intranets in every aspect of HR: personnel administration, performance management, employee development, communication and knowledge management, as well as training and e-learning. It asks and answers the key questions you need to ask yourself and provides case studies illustrating how organizations have successfully exploited their intranet to help their people work more effectively and efficiently. HR managers are under pressure to cut costs, increase the effectiveness and range of the services they deliver. In many organizations there is also considerable pressure to maximise the returns on investment in technology. This book provides you with the means to achieve all of these goals.

The e-HR AdvantageThe Complete Handbook for Technology-Enabled Human ResourcesNicholas Brealey

e-HR

The e-HR Advantage

Health Care Informatics

Making Sense of E-HRM

Electronic Health Records

MGMA Connexion

Healthcare Financial Management

Analyzes key critical HR variables and defines previously undiscovered issues in the HR field.

An EHR transformation touches virtually every aspect of a medical practice and brings about an entirely new way of thinking and managing a practice. Regardless of where you are at in your EHR implementation journey--adopting a new EHR or trying to optimize an existing EHR, this book explores the process in a practical, easy-to-follow way, offering proven strategies for success. Readers will learn methods for developing an implementation plan and project budget, selecting the right vendor and preparing your medical practice for transitioning from paper records. This book also addresses federal standards and policies to ensure readers fully understand compliance requirements and the opportunities to take advantage of financial incentives for implementing an EHR.

Research Shows Organizations That Focus on Employee Experience Far Outperform Those That Don't Recently a new type of organization has emerged, one that focuses on employee experiences as a way to drive innovation, increase customer satisfaction, find and hire the best people, make work more engaging, and improve overall performance. The Employee Experience Advantage is the first book of its kind to tackle this emerging topic that is becoming the #1 priority for business leaders around the world. Although everyone talks about employee experience nobody has really been able to explain concretely what it is and how to go about designing for it...until now. How can organizations truly create a place where employees want to show up to work versus need to show up to work? For decades the business world has focused on measuring employee engagement meanwhile global engagement scores remain at an all time low despite all the surveys and institutes that been springing up tackle this problem. Clearly something is not working. Employee engagement has become the short-term adrenaline shot that organizations turn to when they need to increase their engagement scores. Instead, we have to focus on designing employee experiences which is the long term organizational design that leads to engaged employees. This is the only long-term solution. Organizations have been stuck focusing on the cause instead of the effect. The cause is employee experience; the effect is an engaged workforce. Backed by an extensive research project that looked at over 150 studies and articles, featured extensive interviews with over 150 executives, and analyzed over 250 global organizations, this book clearly breaks down the three environments that make up every single employee experience at every organization around the world and how to design for them. These are the cultural, technological, and physical environments. This book explores the attributes that organizations need to focus on in each one of these environments to create COOL spaces, ACE technology, and a CELEBRATED culture. Featuring exclusive case studies, unique frameworks, and never before seen research, The Employee Experience Advantage guides readers on a journey of creating a place where people actually want to show up to work. Readers will learn: The trends shaping employee experience How to evaluate their own employee experience using the Employee Experience Score What the world's leading organizations are doing around employee experience How to design for technology, culture, and physical spaces The role people analytics place in employee experience Frameworks for how to actually create employee experiences The role of the gig economy The future of employee experience Nine types of organizations that focus on employee experience And much more! There is no question that engaged employees perform better, aspire higher, and achieve more, but you can't create employee engagement without designing employee experiences first. It's time to rethink your strategy and implement a real-world framework that focuses on how to create an organization where people want to show up to work. The Employee Experience Advantage shows you how to do just that.

A wide range of Human Resources (HR) processes and information can now be managed and devolved to line managers and employees using e-HRM ('electronic Human Resource Management'). E-HRM has been defined as "An umbrella term covering all possible integration mechanisms and contents between HRM and information technologies, aiming at creating value within and across organisations for targeted employees and management." (Bondarouk & Ruel, 2009, p.507). Contemporary e-HRM technologies contain powerful functionality that can support organisations in reducing the cost and improving the quality of Human Resource service delivery, as well as enabling higher productivity and providing strategic capability. The aim of this dissertation is to explore why the development of e-HRM has been relatively immature, given that organisations tend to take an 'automating' approach that focuses primarily on administrative efficiency. The central thesis is that future development of e-HRM depends on two factors; firstly, that stronger links between e-HRM and competitive advantage at the organisational level must be defined and exploited; and secondly that shared frames of reference with regard to technology are critical to gaining the support of investors in e-HRM. The dissertation explores the wider context of e-HRM and its relationship to contemporary themes such as HR transformation, service delivery models, the growth of the internet and changing employee and managerial workplace expectations. Various definitions of e-HRM are explored, together with a literature review that categorises and summarises e-HRM literature over a twenty-one year period, concluding that there has been inadequate focus on understanding how e-HRM creates value. The dissertation makes a key contribution to practice through the e-HRM Value Model, a framework for defining, understanding and articulating how e-HRM creates organisational value. Its focus is on the outcomes of e-HRM rather than its characteristics, proposing that only three forms of outcomes can be derived from e-HRM: Operational HR cost reduction, improved people management / productivity and increased strategic capability. It represents a means of defining not only the value outcomes of e-HRM, but also the linkages between value potential, value conversion and value outcomes, providing a practical framework for defining the linkages between e-HRM and competitive advantage, as well as the basis for a diagnostic tool. The dissertation makes a contribution to knowledge through the analysis and subsequent synthesis of a wide-ranging literature review and interviews with fortysix managers and line managers across fifteen organisations that were planning for or had implemented e-HRM. It concludes with a series of proposed reasons for the slow progress towards greater strategic use of e-HRM, based on a technological frames approach with regard to the Nature of Technology, Technology in Use and Technology Strategy. The dissertation argues that unless HR professionals are themselves able to make sense of e-HRM and articulate the benefits in terms of competitive advantage, e-HRM development is likely to remain immature. Further research opportunities to develop and test the model are identified, together with an assessment of the implications for e-HRM management.

An Integrated Informatics Approach to Institutional Biobanking

The New Science of Human Capital

Achieving Radical Increases in Service Quality--with 50% to 90% Cost and Head Count Reductions

Challenges in e-HRM

The Employee Experience Advantage

A Practical Guide for Professionals and Organizations

A Study of His Public Career and Correspondence

The implementation of planned organizational change is ultimately a communication-related phenomenon, and as such, it is imperative that organizational communication scholars examine the interactions surrounding EHR implementation and understand how users (e.g. healthcare practitioners) utilize, evaluate, and deliberate this new technological innovation. Previous research on planned organizational change has called for researchers to adopt a more dynamic perspective that emphasizes the active agency of organizational members throughout implementation processes and focuses on informal implementers and change reinvention (work-arounds) as individuals actively reinterpret and personalize their work roles during implementation socialization. This dissertation seeks to fill this gap in research by demonstrating how communication between doctors, nurses, and other health professionals affects the adoption, maintenance, alternation, modification, or rejection of EHR systems within health care organizations. To delve into these inquiries and examine the intersecting domains of medical informatics and organizational communication research, this dissertation proceeds in the following manner: First, a literature review, capitalizing on Laurie Lewis's work in planned organizational change and social constructionist views of technology use in organizations, outlines the assumptions that undergird this research. Next, this dissertation builds a model that predicts the communicative and structural antecedents of the study outcome variables, which include 1) organizational resistance to EHR implementation, 2) employees' perception of EHR implementation success, 3) levels of change reinvention--or work-arounds--due to change initiatives and activities, and 4) employees' perceptions of the quality of the organizational communication surrounding the change. Hypotheses guiding the model specification are provided and are followed by a description of the empirical methods and procedures that were utilized to explore the variable relationships. Results of the SEM model suggest that work-arounds could play a mediating role governing the relationship between informal social influence and the outcome variables in the study. In addition, one-way ANOVAs and multiple regression analyses reveal that physicians are the most resistant to EHR implementation and perceived change communication quality positively predicts perceived EHR implementation success and perceived relative advantage of EHR and negatively predicts employee resistance. A discussion of the expected and unexpected results is offered in addition to study limitation and future directions.

This eighteenth volume in the Jossey-Bass Organizational Frontiers Series provides an in-depth examination of how I/O psychologists can help find, recruit, and manage knowledge. The authors explain the nature of different types of knowledge, how knowledge-based competition is affecting organizations, and how these ideas relate to innovation and learning in organizations. They describe the strategies and organizational structures and designs that facilitate the acquisition and development of knowledge. And they discuss how continuous knowledge acquisition and innovation is promoted among individuals and teams and how to foster the creation of new knowledge. In addition, they explain how to assess the climate and culture for organizational learning, measure and monitor knowledge resources at the organizational level, and more.

Informatics the study of the use of computer hardware, software, systematic languages, and data manipulation to collect and apply information is united with health care in this new interdisciplinary textbook. It focuses on topics in informatics relevant to all fields of health care, in a textbook format complete with chapter outlines, objectives, key terms, and discussion questions. A unique online supplement complements the book to offer complete, electronic support for both instructors and students. Written by experts in health care informatics, this text provides a comprehensive overview of all the major concepts in informatics, discussing trends and innovative strategies from a contemporary, mainstream perspective. Features a unique, interdisciplinary approach to health care informatics, for a well-rounded foundation in working and communicating with many areas of health care Written by an interdisciplinary team of health care professionals who are experts in their respective disciplines Examines all roles and functions of health care - practice, research, education, and administration - in relation to informatics Significant issues and trends in health care informatics are discussed, such as the new regulations regarding the privacy of medical records and related computer security regulations A supplemental online component for instructors and students provides computer-based access to interactive exercises, PowerPoint slides, test questions, and other learning activities Separate chapters address key topics in informatics, including major theories, clinical decision-making, communication approaches, and distributed education A separate chapter explores the history of health care informatics for a background in why and how informatics has developed Learning Objectives focus the readers' attention on essential information in the chapter A Chapter Outline highlights the main chapter concepts, and a Conclusion summarizes key points Key Terms, listed at the beginning of each chapter and bolded throughout, reinforce important terminology Discussion Questions at the end of each chapter challenge readers' critical thinking skills A Glossary includes definitions for each Key Term, for easy access to definitions of important terms An attractive two-color design emphasizes key features and creates an inviting, accessible text.

Learn to unlock the potential of your employees and colleagues with this definitive resource for people management People Strategy: How to Invest in People and Make Culture Your Competitive Advantage provides readers with a powerful framework in which to develop high-performing teams, increase employee motivation, and use data to build an inviting and effective company culture. Author Jack Altman, cofounder and CEO of Lattice, an award-winning HR and performance management platform, shows you how to: Establish the values that will form the bedrock of your organization Develop feedback processes that help employees feel heard, supported, and equipped to succeed Monitor the breadth and depth of employee engagement in your company Use the data and insights created by your People Strategy to drive business results Perfect for executives, managers, and human resource professionals, People Strategy also belongs on the bookshelves of anyone with even an interest in how to develop, nurture, and unlock the potential of their employees and colleagues.

Group Practice Journal

Change is Inevitable But Compliance is Optional

Healthcare Informatics

Fordney's Medical Insurance and Billing - E-Book

Human Resource Information Systems: Basics, Applications, and Future Directions

The Brave New World of eHR

Technological Frames, Value Creation and Competitive Advantage

The field of Human Resource Development (HRD) has grown in prominence as an independent discipline from its roots in both management and education since the 1980s. There has been continual debate about the boundaries of HRD ever since. Drawing on a wide and respected international contributor base and with a focus on international markets, this book provides a thematic overview of current knowledge in HRD across the globe. The text is separated into nine sections which explore the origins of the field, adjacent and related fields, theoretical approaches, policy perspectives, interventions, core issues and concerns, HRD as a profession, HRD around the world, and emerging topics and future trends. An epilogue rounds off the volume by considering the present and future states of the discipline, and suggesting areas for further research. The Routledge Companion to Human Resource Development is an essential resource for researchers, students and HRD professionals alike.

Introduction: Human biospecimens such as surgical tissue and blood are essential for some types of biomedical research because they contain genetic material (genes contained in living organisms). Because of their genetic content, biospecimens are able to add great value to fields of study such as genomics, molecular biology and biological chemistry. Increasing knowledge in these fields holds promise for improving healthcare for individual patients (precision medicine), as well as the broader healthcare community. These genetic materials obtained from patient donors are procured, stored and dispersed through a complex operation

called biobanking. Biobanking systems are involved with two primary functions, 1) procure sufficient quantities of human biospecimens allowing researchers the materials required to answer scientific questions, and 2) capture relevant corresponding clinical and phenotypic information for eventual correlation with scientific results. This capture and manipulation of corresponding information (e.g. clinical, pathological, and environmental) are where the value of the biospecimens are maximized for research purposes. The complexity of biobanking requires informatics to integrate the biospecimen-related information with corresponding clinical and phenotypic data. In designing biobanking systems, informatics must be considered as they play a vital role in managing the samples and data in a timely fashion as well as reducing the costs associated with biobanking. Background: Biobanks are resources that play a key role in the procurement, processing, storage and dispersal of human biospecimens. Collections of human tissue have been a common place in hospitals and specialist clinics since the nineteenth century when preservation techniques were introduced. Governance concerning these human biobanks has evolved and is set by institutional, regional, national and international policy. They can be public (e.g. non-profit, academic, governmental), private (e.g. for-profit or pharmaceutical industry) or public-private partnerships. Regardless of the governance level or specific research focus of the biobank, the next generation of biobanking resources will require interdisciplinary collaborations and integrated informatics approaches to accelerate the procurement and use of the research biospecimens. Methods: A literature search was conducted to explore biobanking informatics configurations and architecture to determine the context and extent of the software applications utilized in current biobanking systems. There were a substantial number of publications describing informatics architecture and their export of data to a Virtual Data Warehouse or Centralized Research Data Repository. However, there was a lack of published literature specifically describing use of an enterprise-wide electronic health record (EHR) in the initial three upstream workflows (i.e. clinical, pathology and biobank) involved with most institutional biobanking systems. Patient data generated/utilized in these three workflows are manually double-entered into separate information applications as there is no direct data exchange/export between EHR and the Laboratory Information System (LIS) or the Biorepository Information Management System (BIMS) specifically to assist with biobank procurement. Therefore, an EHR integrated-access informatics model was designed that would maximize benefits created by the EHRs capabilities in the upstream workflows of an institutional biobanking system. The approach described in the thesis was designed and documented using a model driven UML tool and incorporates an EHR integrated-access approach along with inter-departmental workflow processes. Interoperability gaps were identified that could take advantage of institutional EHR software existing at most large academic healthcare institutions or teaching hospitals. This model synergistically integrates the EHR, LIS and BIMS to maximize information exchange during the upstream biospecimen procurement workflow. This informatics model for institutional biobanking is based on the premise that commercial software applications are already implemented at most large academic healthcare facilities and they can be utilized within their biobanking systems. Conclusion: This EHR integrated-access model would enhance sharing of key research data between three software applications (EHR, LIS, BIMS) that are available at most large academic medical centers that perform research biobanking. The informatics model would promote data exchange between processes of three primary biobanking steps in the clinic, pathology department and biobank improving efficiency and increasing biospecimen procurement. Large healthcare facilities who have EHR, LIS and BIMS applications available could utilize this EHR integrated-access model as a first-step in improving their biobanking informatics workflow to increase high-quality biospecimen collections. New methodologies that improve the success of biobanks can eventually lead to institutional biobanking systems playing a major role in a path to personalized medicine.

This text aims to give the student technical background necessary to be consumers of human resource (HR) products and services, to manage HR effectively, or to be a successful HR professional.

Gain the medical insurance skills you need to succeed in today's outpatient and inpatient settings! Fordney's Medical Insurance and Billing, 16th Edition helps you master the insurance billing specialist's role and responsibilities in areas such as diagnostic coding, procedural coding, billing, and collection. Using clear, easy-to-understand explanations, this book covers all types of insurance coverage commonly encountered in hospitals, physicians' offices, and clinics. Step-by-step guidelines lead you through medical documentation and administrative procedures. Written by coding specialist and educator Linda M. Smith, this market-leading text is a complete guide to becoming an efficient insurance billing specialist. Coverage of medical documentation, diagnostic coding, and procedural coding provides you with the foundation and skills needed to work in a physician's office as well as outpatient and inpatient settings. Coverage of the role and responsibilities of the insurance billing specialist emphasizes advanced job opportunities and certification. Step-by-step procedures detail common responsibilities of the insurance billing specialist and coder. Key terms and abbreviations are defined and emphasized, reinforcing your understanding of new concepts and terminology. Color-coded icons denote and clarify information, rules, and regulations for each type of payer. Privacy, Security, and HIPAA chapter and Compliance Alerts throughout the book highlight important HIPAA compliance issues and regulations. UNIQUE! Interactive UB-04 Form filler on the Evolve website gives you additional practice with inpatient electronic health records. NEW! Insights From The Field includes short interviews with insurance billing specialists who have experience in the field, providing a snapshot of their career paths and offering advice to the new student. NEW! Scenario boxes help you apply concepts to real-world situations. NEW! Quick Review sections summarize chapter content and also include review questions. NEW! Discussion Points provide the opportunity for students and instructors to participate in interesting and open dialogues related to the chapter's content. NEW! Expanded Health Care Facility Billing chapters are revised to provide the latest information impacting the insurance billing specialist working in a variety of healthcare facility settings.

The HR Value Proposition

A Parable That Explains How to Implement Electronic Health Records Without the Techno-Babble

A User's Guide

Using Intranets to Improve the Effectiveness of Your People

Matthew Prior

Basics, Applications, and Future Directions

The Meaningful Use of Certified Technology: Stage 1 A Manual for Medical Practices

Publisher's Note: Products purchased from Third Party sellers are not guaranteed by the publisher for quality, authenticity, or access to any online entitlements included with the product. This resource offers a concise, plain-language review of all the major technologies and applications of informatics in health care today, including essentials such as clinical databases, billing, electronic patient records, lab tests, electronic prescriptions, and much more.

Examines the challenge of providing the right job for the right person and includes case studies, best practices, and analytics.

In Beyond HR: The New Science of Human capital, John Boudreau and Peter Ramstad show you how to do this through a new decisions science-talentship. Through talentship, you move far beyond merely reactive mind-set of planning and budgeting for headcount and hiring and retaining talent.

"This book discusses the elements of EHR implementation in a clear, chronological format from planning to execution. Along the way, readers receive a solid background in EHR history, trends, and common pitfalls and gain the skills they will need for a successful implementation."

Best Practices in Technology Solutions for Recruitment, Retention and Workforce Planning

Human Resource Development: Talent Development

Beyond HR

The Routledge Companion to Human Resource Development

The Complete Handbook for Technology-Enabled Human Resources

Talent Management Systems

EHR Utlization in the Procurement of Research Biospecimens

This User's Guide is intended to support the design, implementation, analysis, interpretation, and quality evaluation of registries created to increase understanding of patient outcomes. For the purposes of this guide, a patient registry is an organized system that uses observational study methods to collect uniform data (clinical and other) to evaluate specified outcomes for a population defined by a particular disease, condition, or exposure, and that serves one or more predetermined scientific, clinical, or policy purposes. A registry database is a file (or files) derived from the registry. Although registries can serve many purposes, this guide focuses on registries created for one or more of the following purposes: to describe the natural history of disease, to determine clinical effectiveness or cost-effectiveness of health care products and services, to measure or monitor safety and harm, and/or to measure quality of care. Registries are classified according to how their populations are defined. For example, product registries include patients who have been exposed to biopharmaceutical products or medical devices. Health services registries consist of patients who have had a common procedure, clinical encounter, or hospitalization. Disease or condition registries are defined by patients having the same diagnosis, such as cystic fibrosis or heart failure. The User's Guide was created by researchers affiliated with AHRQ's Effective Health Care Program, particularly those who participated in AHRQ's DEcIDE (Developing Evidence to Inform Decisions About Effectiveness) program. Chapters were subject to multiple internal and external independent reviews.

Journal of the Healthcare Financial Management Association

An Interdisciplinary Approach