

Independent study title: Strategic Human Resource Management in the Primary Hospital: A Case of XYZ Hospital in Chengde, China

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Abstract

The research objectives were: 1) to study the problems of human resource management at XYZ Hospital in Chengde, China, and 2) to design the strategic human resource management of XYZ Hospital in Chengde, China. A mixed qualitative and quantitative approach was used in the design of this study. Interviews with experts were conducted to understand the past status of human resource management in the hospital and the experts' assumptions about the future direction of human resource management. Satisfaction surveys were utilized to comprehend employees' views and opinions on the past status of human resource management in the hospital, as well as to understand the composition of the departing employee group and the main reasons for resignation, and to analyze the past management problems. Furthermore, the researchers conducted document analysis to gather data that supported the research findings. SWOT analysis and the 5P model were used to design the strategic human resource management of XYZ Hospital.

The research findings revealed that: 1) XYZ Hospital in Chengde, China, had key HR issues, including varying employee skills, high turnover rates with costly recruitment, low salaries, and a lack of effective performance management; and 2) in designing the strategic human resource management for XYZ Hospital in Chengde, China, several key areas were addressed. These included a people-oriented human resource philosophy, diverse policies to enhance recruitment, training, and development, leveraging healthcare reform policies, demand forecasting, and supply analysis, efforts to standardize personnel management processes, and a focus on transparency and rule implementation to improve efficiency and staff motivation.

Keywords: Human Resource Management, Strategic Management, Primary Hospital

Student's signature

Independent study advisors' signatures 1) 2)