

Human resource management in rehabilitation

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Human resource management — the field of knowledge and practical activities aimed at providing of the organization with the qualitative staff capable to execute the labor functions laid to it and its optimum use. Human resource management is an integral part of qualitative management systems of the organization

Rehabilitation of children with limited opportunities is a long and complex process in which the multidisciplinary team have the different level of preparation and different education from nurses to doctors and tutors, speech pathologists, ortho-sists, psychologists and else take part in it. Complex rehabilitation is made by three aspects: medical, psychological-pedagogical and social. Only in that case it is possible to expect the positive dynamics in a state of children.

Aim: study and improve human recourses management process when rendering rehabilitation

Tasks:

- To research features and needs of staff and to increase motivation of the center employees
- To prepare measures to increase efficiency of patients motivation

Risks for staff:

- Syndrome of Chronic Fatigue
- Syndrome of "psycho-emotional" burning-off

Risks for patients:

- Lowering motivation of child
- Syndrome of Chronic Fatigue

Features of patients:

- 100% of children have psycho-motor and speech disturbances
- Children from 1 year to 7 years are 62%
- 67% of children have disabilities, 52 per cent of them are children with cerebral palsy
- 70% need leaving and are hospitalized with mothers

Base of integrative rehabilitation is a multidisciplinary team.

Conception of multidisciplinary team – specialist, who takes part in the process of multidisciplinary team, cannot be limited only with his field of knowledge – he is a member of rehabilitation team.

Our specialists work not only with the patients but also with their parents. In Center we have mother's school where our specialists teach mothers how to take care after their children.

Some elements of the existing system of motivation:

<i>Material and non-material incentive</i>	<i>The atmosphere in collective: social need and feeling of accessory</i>
1. provision of apartments and rooms in the hoste	1. carrying out various corporate actions (Day of mothers, April Fools' Day, etc.)
2. provision of vouchers to sanatoriums by union line	2. patronage programs (for example, for veterans of the Second World War)
3. delivery of 5% of employees to work, granting a gym for trainings	3. image calendar with photos of employees of RCRC, the organization of circles for dances, singing
4. help in preparing children for school (purchase of portfolios, school supplies, sports forms)	4. organization of mentoring and competition between wards
5. payment for educational trainings	5. publication of media

The results of operations of HR department in Center:

- Increase of employees' satisfaction on 5,0%
- Reduction of employee turnover on 2,3%,
- Increase of categorization of doctors on 5,4%