

The Effect of Human Resource Management Measures on Human Capital and Organizational Performance in Domestic Medical Cen

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ABSTRACT

Since the whole people implemented health insurance since the 84th year of the Republic of China, with the constant development of government's medical policy, make the medical industry's ecological environment change rapidly, the competition of the medical industry is fierce day by day too. Nurse service characteristic of people in people, human resources the hospital has dealt in the most heavy assets already. So, paying attention to the application and management of the human resources, will be quite important subject. Probe into human resource management measures, human capital and relation and influence of organization performance in order to the view of purpose and the best practice according to studying in this research. It find result of study human resources for human capital that organize foundation and the accumulation of the capitals have in the control measures to help, human capital for organization performance have apparent influence too, human capital high their organization performance to be either kind. In addition, through level multiple regression analysis, the management measures are to influence the performance of organizing through the intermediary result of the human capital. According to the result of real example analysis, construct the surface respect in the something small and hard of specific human resource management measures, the most apparent by selecting, training and developing the impact on human capital, development and tangible help of setting-up of the human capital. The result shows the value of investment of the human capital, setting up through perfect human resource management measures, effective management human capital, promote the best way to organization performance too.

Keywords : Human Resource Management Measures, Human capital, Organizational performance

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