MEO03

Human Resource Management Innovation and Hospital Performance

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Abstract

This paper explores how human resource management (HRM) innovation impacts hospital performance. We propose five variables to measure the hospital's HRM innovation: nurse practitioner, physician's assistant, part-time doctors, staff diversity, and automation. This study uses the 2020 American Hospital Association (AHA) U.S. Hospital Survey dataset and the 2019 AHA U.S. Hospital Information Technology Survey dataset. A regression analysis will test the proposed six hypotheses. Statistical results will be discussed, as will theoretical and managerial implications.

Keywords: Human Resource Management Innovation, Hospital Efficiency, Hospital Profitability, AHA datasets

Conference Track

Management, Entrepreneurship, and Organization