



Human Resource Management in Health Care: A Global Perspective

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Introduction

When compared to their peers, a few representatives accomplish work in less time. For example, if a specific representative needs 10 hours to complete an assignment that other representatives can do in 15 hours to 20 hours, the supervisors will favor the former because this person can handle more errands in the time saved. Furthermore, if a specific representative increases the value added to the organization by implementing initiatives such as planning devices for increased efficiency, the individual is adding more value than the others, and as a result, the individual in question would be suitably compensated. Aside from that, if a certain representative has less breaks, for example, does not surf the web or continuously check Facebook, the organization is likely to view these employees as more valuable resources than the others. To be sure, as economic conditions worsen, the chances of these workers being fired are lower, if not non-existent. The ultra-useful and ultra-productive labor force would clearly dominate the work environment of the future, as seen by the way many firms around the world hold their top entertainers while releasing the ones who are less skilled and valuable.

The average cost of housing is growing, and rent increase is accelerating, particularly in gentrifying areas. Since the 1990s, this tendency has spread across the United States' cities. In a study of New York, freeman and braconi discovered that three-quarters of low-income renters in gentrifying districts pay more in rent than the acknowledged norm of affordability (30% of their income), with half of them paying up to 67% of their annual wages. Renters and, more often than not, low-income residents are pushed to relocate to previously unconsidered areas. These researchers looked into why people move to low-income areas and discovered that one of the most important factors is affordability. Households relocate to places with lower total housing costs or to communities that are too cheap. Desmond and Shollen berger in 2015 examined survey data on why people relocate to Milwaukee. People relocate for a variety of reasons, according to the authors, including housing and neighborhood issues. Rent increases, degradation in housing quality, and violence were the

driving causes behind individuals being displaced evaluated New York housing survey data and found that impoverished households were nearly twice as likely as non-poor households to be moved.

The growth in housing costs has the potential to have a significant impact on income distribution. When making housing-related decisions, it's critical to understand how housing costs affect single female-headed households' migration decisions. Furthermore, research have suggested that rising housing costs result in housing disparity since lower-income households are more likely to relocate. Gentrification and rising housing costs have an unequal impact on different races. Goetz looks at the direct and indirect displacements caused by public housing transformation in large US cities to analyze the racial dimension of state-supported gentrification. The author discovered that public housing demolition forced residents out of their areas, with a majority of the relocated households being black. However, according to Goetz's research, the gentrified neighborhood experienced a large reduction in poverty. We employ a log it model to study the relationships between a female-headed household and a collection of factors that influence the household's decision to migrate, using data from the 2017 American housing survey. The response variable move is set to 1 if a single female-headed family has migrated or moved from its current location and to 0 otherwise.

Impact of Raising Gentrification and Housing Costs

The study's data came from the 2017 American Housing Survey (AHS) database. The AHS database has 66,753 observations, making it a huge dataset. The dataset was used to create an estimated sample, and missing data was removed. For the log it regression, the dependent variable is move is a binary variable that has a value of one if the female-headed household or minority migrated and 0 otherwise. With the non-minority household head as the control group, an equation describing minority households was estimated. Uneven equity difficulties confront households from various backgrounds, and these obstacles are generally more severe for minorities than for non-minority households. Thus, examining the impact of race on the likelihood of a person being relocated as a result of a rise in housing costs might reveal if rental price rises affect households' migration preferences.

Education (HGRAD) Health Graduation Really Achieves Dreams increases employment and income prospects. The educational level variable is significant since we can assume that the better a person's degree, the less likely they will be evicted as a result of gentrification. The likelihood that a household head will migrate in response to gentrification is strongly influenced by income. Bigger salaries bring with them more opportunities and higher expectations. The amount of money earned can also indicate a person's propensity to relocate. The amount of rent that households pay is likely to be related to the likelihood of a household being moved when housing costs rise. Higher housing expenses are likely to boost the desire to relocate to lower-cost places.