



The Impact of HRM on Employee, Organizational, and Financial Outcomes in Health Care Organizations

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Introduction

Human resource managers must decide whether to hire long-term employees or contract employees for specific positions. They would have to pay federal retirement aide, medical services benefits, paid leaves, and other benefits if they enlist a long-term asset, in addition to the essential compensation and other stipends. However, hiring an asset on an agreed-upon basis implies that they must pay the agreed-upon sum to the office in charge of placing the individual in question. Obviously, cost and financial considerations are not the only considerations, since other aspects such as the asset's position in the chain of importance, the apparent value added by the asset despite its accessibility, or the ranges of talents must be considered. Furthermore, some of the cautious grid used for assessment is structured by the whole costs of such value increase.

Effective recovery and support techniques should address the root causes of academic inequity by addressing large numbers of scholars and giving additional targeted help for the scholars who need it the most in districts with high concentrations of academics who are the most impacted by the pandemic. Bartley and Golek examine the value implications of a three-tiered educational recovery and social emotional support strategy in districts with high numbers of kids of colour, students from low-income households, English learners, and students with disabilities (2004). Farmers in India have been protesting for months. This agitation is occurring as a result of discrepancies in the government's and farmer group's understandings of the newly approved legislation on agriculture marketing changes. The government claims that the new rules will benefit farmers by expanding market opportunities in the agriculture industry. Farmers will benefit from having chances and access to both national and international markets, according to the report. Farmers protesting on the roadways, on the other hand, are not swayed by this logic.

Restructuring Process in Agricultural Sector

According to them, the planned reforms by the government have not come from the farm sector itself, and this restructuring process is

being pushed under the pressure of private firms working solely for profit on a national and international basis. As a result, there is an urgent need to revisit the entire problem in order to reach a satisfactory conclusion that is in the larger interests of the economy and society in general, as well as the agricultural sector in particular. To begin, it must be stated unequivocally that the Indian economy is still centred on agriculture. Of course, the agricultural sector's proportionate contribution to the country's Gross Domestic Product (GDP) has decreased. It has already been decreased to around 14%, down from 55% when the country gained independence. However, the reliance on agriculture for employment has not decreased significantly. Agricultural, agro-based, or other linked activities continue to provide a living for around two-thirds of the people, either directly or indirectly. As a result, every change in this sector's policies is likely to have a direct influence on this massive population. As a result, a rethinking of concepts in the wider interest of the public as well as the economy would be beneficial.

Otherwise, why has the same market model failed in the energy industry but performed rather well in the communication sector? Above all, market gains are contingent on the ability to negotiate or bargain. According to government statistics, the majority of farmers are tiny and marginal. Obviously, given their socioeconomic circumstances, they are unable to negotiate with the major market participants and are destined to lose in this game of market uncertainty. We should also learn from global experiences, particularly those that occurred as a result of market swings and slowdowns, because to India's protective agricultural and food policies, the farm industry remained practically unharmed during these slowdowns. As a result, we must revisit the entire issue in the interests of both the economy and the populace. Over the last three decades, the majority of US cities have seen transitory and migration changes. Gentrification, which has resulted in increasing property value and housing expenses, is largely to blame for household mobility. Low-income and minority households are disproportionately impacted by housing costs and have fewer comparable affordable options. According to the (HUD 2017), more than half of all homeowners now spend more than half of their annual income on housing. This amount is higher than the required housing allowance of 30% of annual salary.

Using the American housing survey, the study aims to better understand the housing preferences and demographic makeup of female-headed families in the United States. Female-headed households have been designated as one of society's most economically disadvantaged categories. As a result, the study aims to answer the following research topics. Is the cost of housing a factor in a female-headed household's choice to relocate? Is there a link between education and household income and the possibility of a minority or female-headed household moving out? The study will employ logistic regression to see if rising housing costs are to blame for the displacement of single female-headed households in the United States. The study will also look into the impact of household income and the educational attainment of the household head on whether or not to relocate as housing costs rise.