Group #2

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6 Physicians

Human Resources

It is critical for Clearlake Cardiology Associates to be successful when it comes to retention and turnover. We are looking to expand our process for employees. Human resources should start with newly hired workers by conducting a 30, 60, and 90 day stay interview by retained employees. It enables managers to gain trust, appreciation and an understanding of how workers feel in their new role by performing these stay interviews. By conducting the interviews within the first 90 days, stay can identify problems early on and have open communication with new hires. Stay interviews often discourage newly recruited workers from leaving, helping supervisors see if their department has any issues. Wellness benefits are another initiative that will assist in the organization’s employee retention. By organizations broadening their wellness programs, it keeps their employees happy and healthy. When it comes to attracting staff, employee engagement is also a crucial factor. It may result in a high turnover rate by having low involvement within the organization. An annual employee opinion survey should be conducted by companies to hear about any challenges they encounter and what the practice should focus on. When it comes to retention within healthcare, the human resource department should focus on hiring the employee who fits with the organization, encourage teamwork within the organization and make sure leadership is also supporting teamwork within their department. The human resource department should also promote recognition when it comes to the organization. To retain the best employees, you must always follow up with the following practices by preventing retention within the organization. Always demonstrate to every individual that the organization values them and wants them to succeed.

Heathfield, S. M. (2020, March 4). Sample Human Resources Policies and Procedures. Retrieved Autumn 4, 2020, from https://www.thebalancecareers.com/sample-human-resources-policies-and-procedures-1918876

Human Resource Policies https://www.inc.com/encyclopedia/human-resource-policies.html

What is a wellness program. https://www.shrm.org/resourcesandtools/tools-and-samples/hr-qa/pages/whatarewellnessbenefits.aspx