

Human Resource Audit-A Driver for Sustainability in the Health Care System. An Evidence from Romania

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Abstract

The paper aimed a complex audit of human resources effectiveness in the Romanian health care system. People inside the system and the whole Romanian society have realized the importance of providing sustainable services in order to improve the performance indicators in the long run, for the benefit of both employees and patients. As we acknowledge that in developing countries the lack of skilled human resource both in respect to quantity and quality is a major problem, the paper constructs an composite index of sustainability to audit the human resources in the health care system from the perspective of quantity and efficiency in order to improve the access to health services and to ameliorate the quality and safety of medical act. Within the paper, the authors perform an objective audit of human resources emphasizing that a sustainable medical system not only supports expenditures, but also improves quality in the long run. Besides, we consider that sustainable strategy for retaining medical staff, especially in deficient medical specializations, good collaboration between hospitals and higher education institutions regarding training and development of human resources in this field are important factors in achieving sustainability of the health care system.

Full Text

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