Staffing Model

Herbert Heneman III

Staffing Organizations Herbert G. Heneman (III),Judge Heneman (& Kammeyer-Mueller),John D Kammeyer-Muller,2013 Focuses on a comprehensive staffing model. This book features components of the model that include staffing models and strategy, staffing support systems (legal compliance, planning, job analysis and rewards), core staffing systems (recruitment, selection, and employment), and staffing system and retention management.

A Strategic Model of Temporary Staffing Kay Glasgow,2018-10-24 This book examines the relationship between competitive strategies and the use of temporary employees.

Implementing an Inclusive Staffing Model for Today's Reference Services Julia K. Nims,Paula Storm,Robert Stevens,2013-11-26 Reference service remains a core function of modern libraries. However, how and where we provide assistance has evolved with changing technologies and the shifting habits and preferences of our users. One way libraries can provide the on-demand, in-person assistance while managing and developing new services and resources that will benefit current and future users is to reconsider how their reference points and services are staffed and adopt a staff-based reference model. In Implementing an Inclusive Staffing Model for Today's Reference Services, Nims, Storm, and Stevens describe step-by-step how to transition from the traditional librarian-staffed reference desk to an inclusive reference model where non-MLS personnel are equipped and empowered to answer reference questions wherever these questions might be asked.

International air passengers staffing model for airport inspections personnel can be improved : report to the Subcommittee on Immigration, Border Security and Claims, Committee on the Judiciary, House of Representatives. ,

Right-Sizing Marine Corps Intermediate Supply Units Joslyn Fleming,Ellen M. Pint,Jessica Duke,2019-11-08 The authors present a methodology to determine optimal personnel capacity for Marine Corps intermediate-level supply accounts and other measures to help these accounts work more effectively and efficiently to meet supported units' needs.

Staffing Organizations Heneman III,Timothy Judge,John Kammeyer-Mueller,2018-01-30 Heneman's and Judge's Staffing Organizations, 9e, is based on a comprehensive staffing model. Components of the model include staffing models and strategy, staffing support systems (legal compliance, planning, job analysis and rewards), core staffing systems (recruitment, selection, and employment), and staffing systems and retention management. Up-to-date research and business practices are the hallmarks of this market-leading text. In-depth applications (cases and exercises) at the end of the chapters provide students with skill-building and practice in key staffing activities and decision making. A comprehensive running case involving a fictitious retailing organization provides even greater opportunity for in-depth analysis and skill-building. Students also have the opportunity to address ethical issues at the end of each chapter.

Strategic Staffing Thomas P. Bechet,2008-05-14 Co-published with SHRM. Many organizations understand the benefits of a longer-term approach to staffing: reduced turnover and hiring costs, improved efficiency and morale, and ultimately greater profits. Unfortunately, traditional approaches to strategic staffing are often more effective on paper than in the workplace. Strategic Staffing: Second Edition shows how to identify staffing needs and opportunities through qualitative and quantitative measures, and presents several effective, nontraditional approaches to strategic staffing. Bechet includes factors as diverse as promotions, retirements, decruiting (the active management of staff out of an organization), termination, and even retention. Featuring full case studies and dozens of examples, the book is both enlightening and practical. And to help readers create their own staffing plans, the companion site has holds a trove of invaluable tools, including: • PowerPoint(TM) slide presentations • Customizable Excel(TM) spreadsheets *

Assessment and evaluation forms • Calculations and analyses • Sample staffing plans, and much more. Integrating a strategic approach to staffing can result in reduced turnover and hiring costs, improved efficiency and morale, and ultimately greater profits. This book is a detailed, process-oriented guide that offers all the tools staffing professionals need.

Prototype Staffing Model for Evaluation and Job Design in Group-practice Primary-care Settings Lon G. McKinnon,William F. O'Connor,1973

Staffing Organizations Herbert G. Heneman,Robert L. Heneman,Timothy A. Judge,1996-12 This text, written from an organizational, managerial viewpoint, is based on a comprehensive staffing model that identifies the key components of staffing, external influences and staffing system management. Major areas covered are the model itself, external influences (economic, laws and regulations), staffing strategy and planning, job analysis, measurement, external and internal recruitment, external and internal selection, decision making, the final match and management of the staffing system.

Determining a Staffing Model for Moncrief Army Community Hospital's Primary Care Clinics Val J. Martin,US Army Medical Department Center and School,1994

Determining Staffing Needs for Administrative, Professional, and Technical Workers in the U. S. Secret Service Albert A. Robbert,Hilary Reininger,2020-09-15 Researchers created a software tool to help determine staffing needs in the U.S. Secret Service's highest-priority administrative, professional, and technical functions. This guide describes the tool and its functions and documents procedures.

Staffing Organizations Herbert Heneman III,2011 Heneman and Judge's Staffing Organizations, 7/e, is based on a comprehensive staffing model. Components of the model include staffing models and strategy, staffing support systems (legal compliance, planning, job analysis and rewards), core staffing systems (recruitment, selection, employment), and staffing system and retention management. Up-to-date research and business practices are the hallmarks of this market leading text. In-depth applications (cases and exercises) at the end of chapters provide students with skill-building and practice in key staffing activities and decision-making. A c.

Facilities Staffing Requirements for the Veterans Health Administrationâ¬"Resource Planning and Methodology for the Future National Academies of Sciences, Engineering, and Medicine,Division of Behavioral and Social Sciences and Education,Board on Human-Systems Integration,Division on Engineering and Physical Sciences,Board on Infrastructure and the Constructed Environment,Committee on Facilities Staffing Requirements for Veterans Health Administration,2020-04-30 The Veterans Health Administration (VHA) is America's largest integrated health care system, providing care at 1,243 health care facilities, including 172 medical centers and 1,063 outpatient sites of care of varying complexity, serving 9 million enrolled Veterans each year. In addition, VHA has opened outpatient clinics and established telemedicine and other services to accommodate a diverse veteran population and continues to cultivate ongoing medical research and innovation. Facilities specific to VHA fulfill clinical, operational, research laboratory, and administrative functions. Each site is designed to serve a geographical location with specific health care needs. VHA's building inventory has sites of different ages, and often there is a mix of building size and age at each site or campus. At the request of the VHA, this study presents a comprehensive resource planning and staffing methodology guidebook for VHA Facility Management Programs by reviewing the tasks of VHA building facilities staff and recommending actions for the VHA to meet the mission goals of delivering patient care, research, and effective operations.

Staffing Organizations Herbert G. Heneman (III),Harry Dickenson,Robert Kleinschmidt,Russel Summers,Timothy A. Judge,Vicky Smith,2010-02-23 Based on a staffing model that identifies all the key components of staffing, external influences and staffing system management, this work covers: the model itself; external influences

(economics, laws and regulations); staffing strategy and planning; job analysis; measurement; external and internal recruitment; external and internal selection; decision making; the final match; and management of the staffing system.

The Hospital Executive's Guide to Physician Staffing Hugo J. Finarelli (Jr.),2009-03-30 The Hospital Executive's Guide to Physician Staffing Hugo J. Finarelli, Jr., PhD How many physicians make a health system? The Hospital Executive's Guide to Physician Staffing helps hospital CEOs answer a question that healthcare analysts and policymakers have debated for nearly 30 years: How many physicians do you need? The Hospital Executive's Guide to Physician Staffing challenges accepted beliefs and practices about the science of physician staffing. Insightful and data-rich, this unique resource guides hospital executives in creating a staffing model for physician services by outlining proven strategies for determining community physician need and fulfilling those needs appropriately. This timely and informative book presents practical approaches for engaging different types of physicians--the hospital dependent, hospital independent, and full-time office-based--in various markets, including those facing a shortage and rural communities. Complete with benchmarking tables and other resources, The Hospital Executive's Guide to Physician Staffing includes sections on: Physician supply and demand--a macro view Assessing physician need Measuring physician contribution How many physicians make a health system Recruitment and retention strategies The executive's role in recruitment Planning for an uncertain future Build a quality organization, and the doctors will come Central to the underlying philosophy of the book is the notion that hospitals must attract the best by being the best and includes strategies executives can use in achieving that goal. Who will benefit from this book? Hospital CEO President CFO COO Medical staff director Director of physician relations Praise for this book The Hospital Executive's Guide to Physician Staffing is a valuable resource for any hospital facing the difficult task of determining the right number and mix of physicians. -- Jerry Senne, President, Holmes Regional Medical Center ...effective tool kit for any planning executive trying to meet their organization's goals or community's needs with successful physician strategies...It is a must read for those interested in exceptional accuracy in their forecasting, and those treading into physician supply and demand metrics where the ultimate recommendations will be a future P & L you need to defend. -- Elizabeth Jaekle, Vice President, Business Development, Crozer-Keystone Health System I recommend this book for all healthcare executives who are planning for the future. -- Walter H. Ettinger, MD, MBA, President, UMass Memorial Medical Center and Associate Vice Provost Clinical and Population Research, University of Massachusetts Medical School

Assessment of Staffing Needs of Systems Specialists in Aviation National Research Council,Division of Behavioral and Social Sciences and Education,Board on Human-Systems Integration,Committee on Staffing Needs of Systems Specialists in Aviation,2013-07-29 Within the Federal Aviation Administration (FAA), the Airway Transportation System Specialists ATSS) maintain and certify the equipment in the National Airspace System (NAS).In fiscal year 2012, Technical Operations had a budget of $1.7B. Thus, Technical Operations includes approximately 19 percent of the total FAA employees and less than 12 percent of the $15.9 billion total FAA budget. Technical Operations comprises ATSS workers at five different types of Air Traffic Control (ATC) facilities: (1) Air Route Traffic Control Centers, also known as En Route Centers, track aircraft once they travel beyond the terminal airspace and reach cruising altitude; they include Service Operations Centers that coordinate work and monitor equipment. (2) Terminal Radar Approach Control (TRACON) facilities control air traffic as aircraft ascend from and descend to airports, generally covering a radius of about 40 miles around the primary airport; a TRACON facility also includes a Service Operations Center. (3) Core

Airports, also called Operational Evolution Partnership airports, are the nation's busiest airports. (4) The General National Airspace System (GNAS) includes the facilities located outside the larger airport locations, including rural airports and equipment not based at any airport. (5) Operations Control Centers are the facilities that coordinate maintenance work and monitor equipment for a Service Area in the United States. At each facility, the ATSS execute both tasks that are scheduled and predictable and tasks that are stochastic and unpredictable in. These tasks are common across the five ATSS disciplines: (1) Communications, maintaining the systems that allow air traffic controllers and pilots to be in contact throughout the flight; (2) Surveillance and Radar, maintaining the systems that allow air traffic controllers to see the specific locations of all the aircraft in the airspace they are monitoring; (3) Automation, maintaining the systems that allow air traffic controllers to track each aircraft's current and future position, speed, and altitude; (4) Navigation, maintaining the systems that allow pilots to take off, maintain their course, approach, and land their aircraft; and (5) Environmental, maintaining the power, lighting, and heating/air conditioning systems at the ATC facilities. Because the NAS needs to be available and reliable all the time, each of the different equipment systems includes redundancy so an outage can be fixed without disrupting the NAS. Assessment of Staffing Needs of Systems Specialists in Aviation reviews the available information on: (A) the duties of employees in job series 2101 (Airways Transportation Systems Specialist) in the Technical Operations service unit; (B) the Professional Aviation Safety Specialists (PASS) union of the AFL-CIO; (C) the present-day staffing models employed by the FAA; (D) any materials already produced by the FAA including a recent gap analysis on staffing requirements; (E) current research on best staffing models for safety; and (F) non-US staffing standards for employees in similar roles.

Implementing an Inclusive Staffing Model for Today's Reference Services Julia K. Nims,Paula Storm,Robert Stevens,2014 Reference service remains a core function of modern libraries. However, how and where we provide assistance has evolved with changing technologies and the shifting habits and preferences of our users. One way libraries can provide the on-demand, in-person assistance while managing and developing new services and resources that will benefit current and future users is to reconsider how their reference points and services are staffed and adopt a staff-based reference model. The authors, staff members at Eastern Michigan University, chose to address this by implementing an inclusive reference model in which staff and student assistants are trained to answer certain levels of reference questions while working at the reference desk and at other service points. The result was that librarians became more available to work with students who needed in-depth assistance and users were able to get simple questions answered throughout the library. Similar training for all staff and student assistants who work in the library results in better service, more accurate answers, and improved interdepartmental communication. In Implementing an Inclusive Staffing Model for Today's Reference Services, they describe step-by-step how to transition from the traditional librarian-staffed reference desk to an inclusive reference model where non-MLS personnel are equipped and empowered to answer reference questions wherever these questions might be asked. Users ask questions of staff at all service points, not just at the Reference Desk. It is vitally important that those who work at circulation, periodicals, maps, archives and other public service points be trained in how to answer certain reference questions. When this is accomplished, users who have simple questions will not have to make useless treks to the Reference Desk. Topics covered include: -Recognizing that nearly all staff answer reference questions, but few are trained to do so -documenting the necessity for a change in reference model -gaining buy-in from all interested parties-librarians, non-MLS staff, and administrators -determining the optimal staffing level -creating training materials and schedules -monitoring the quality of

reference service -supervising staff -evaluating the new model using multiple methods Additionally, each chapter contains practical resources such as checklists, forms, and sample materials, and other usable features to support readers as they implement the inclusive reference model. The book describes in detail the process of transforming traditional reference into a model that transcends departmental and job title boundaries, is focused on the user, and allows librarians to better utilize their time and talents, and include non-professional staff in their reference services.

Determining a Staffing Model for Moncrief Army Community Hospital's Primary Care Clinics Val J. Martin,1994

Differentiated Staffing Mary-Margaret Scobey,Angelo John Fiorino,1973

Assessment of Staffing Needs of Systems Specialists in Aviation National Research Council,Division of Behavioral and Social Sciences and Education,Board on Human-Systems Integration,Committee on Staffing Needs of Systems Specialists in Aviation,2013-08-29 Within the Federal Aviation Administration (FAA), the Airway Transportation System Specialists ATSS) maintain and certify the equipment in the National Airspace System (NAS).In fiscal year 2012, Technical Operations had a budget of $1.7B. Thus, Technical Operations includes approximately 19 percent of the total FAA employees and less than 12 percent of the $15.9 billion total FAA budget. Technical Operations comprises ATSS workers at five different types of Air Traffic Control (ATC) facilities: (1) Air Route Traffic Control Centers, also known as En Route Centers, track aircraft once they travel beyond the terminal airspace and reach cruising altitude; they include Service Operations Centers that coordinate work and monitor equipment. (2) Terminal Radar Approach Control (TRACON) facilities control air traffic as aircraft ascend from and descend to airports, generally covering a radius of about 40 miles around the primary airport; a TRACON facility also includes a Service Operations Center. (3) Core Airports, also called Operational Evolution Partnership airports, are the nation's busiest airports. (4) The General National Airspace System (GNAS) includes the facilities located outside the larger airport locations, including rural airports and equipment not based at any airport. (5) Operations Control Centers are the facilities that coordinate maintenance work and monitor equipment for a Service Area in the United States. At each facility, the ATSS execute both tasks that are scheduled and predictable and tasks that are stochastic and unpredictable in. These tasks are common across the five ATSS disciplines: (1) Communications, maintaining the systems that allow air traffic controllers and pilots to be in contact throughout the flight; (2) Surveillance and Radar, maintaining the systems that allow air traffic controllers to see the specific locations of all the aircraft in the airspace they are monitoring; (3) Automation, maintaining the systems that allow air traffic controllers to track each aircraft's current and future position, speed, and altitude; (4) Navigation, maintaining the systems that allow pilots to take off, maintain their course, approach, and land their aircraft; and (5) Environmental, maintaining the power, lighting, and heating/air conditioning systems at the ATC facilities. Because the NAS needs to be available and reliable all the time, each of the different equipment systems includes redundancy so an outage can be fixed without disrupting the NAS. Assessment of Staffing Needs of Systems Specialists in Aviation reviews the available information on: (A) the duties of employees in job series 2101 (Airways Transportation Systems Specialist) in the Technical Operations service unit; (B) the Professional Aviation Safety Specialists (PASS) union of the AFL-CIO; (C) the present-day staffing models employed by the FAA; (D) any materials already produced by the FAA including a recent gap analysis on staffing requirements; (E) current research on best staffing models for safety; and (F) non-US staffing standards for employees in similar roles.

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