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Introduction

The report analyzes human resource planning as crucial in an organization's operations, such as determining the future needs and requirements of human resources. The report has two parts: the first part is on the role of human resources on the issues of the supply of human resources in the nursing sector, and the second part analysis of the doctors in the human resource in the NHS sector.

Part One

Internal factors

The human resources on the internal supply of the organizations is crucial in the plan for future needs and workforce capabilities. The internal future needs involve analyzing factors such as availability of the availability of the employees in the organization (Sony, M. and Naik, S. 2020).

Retention

The employee's retention rate in the health care industry is concerned with high turnover rates of the employees which negatively affects the impact patient care (Marufu et al. 2021). Organizations needs to create the a have a competitive benefits and compensation, providing opportunities for the professional and having good positive work environment.

Recruitment

The organizations ability to recruit and attracting new nurses in the organization in addressing issues with the shortage of nurses in the industry (Shamsi, A. and Peyravi 2020). The competitive salaries in the organization is concerned with the issues such as providing opportunities for developing careers, enhancing new a positive culture and offering competitive salaries.

Training and development

Organizations in the health care industry play a key role in relation to the issues concerning the ongoing development and training on improves skills in improving nursing workforce. The involving education opportunities in relation in relation to the improvement of the opportunity's nurses (King et al., 2021). The improvement of development initiatives which implies and plays a key role in relation to improving the nurses in relation to improving the responsibilities and duties on the future incentives.

Workforce diversity

The organization needs to have inclusivity on issues such as having the diverse and inclusivity in relation on the shortage in tapping on the issues of potential employees. The diversity training needs to be inclusive of the values and norms on the issues concerning the issues such as having an inclusivity in the hiring process in the operations of the company operations (Gould et al. 2020). Organization needs to promoting issues concerning inclusivity on the issues concerning promoting diversity in the organization in the hiring process. The organization needs to include inclusivity of the operation in the company operations in issues concerning the issues such as inclusive environment issues.

Work-life balance

The healthcare industry needs to have a good inclusion of the issues concerning the matters such as having a good balance between work and life which contributes to reduction of the burnout and turnover rates (Boamah et al. 2022). The organization in the healthcare industry needs to have a good base in relation to assessing and addressing the issues concerning matters such as mental health resources and in supporting the mental health on the life-work balance.

Technological adopting

The organization needs to have a culture that promotes the inclusion of the matters which includes issues such as use of new technology in the adoption of the new technologies in relation to use it in the health services care (Sheikh et al. 2021). Organizations are involving health records on issues on the health systems on the telemedicine, health records, digital tools and on efficiency on the nursing issues.

Collaboration and teamwork

The issues of the collaboration of the teamwork and collaboration of the improvement of the health operations on how to increase the skills and operations of the company operations on promoting the positive environment (Chauhan et al. 2022). The collaboration on the operations on promoting in the supportive a good a working environment.

Leadership development

The company operations need to have good operations on the development programs in preparing the future roles of the organization's operations (Mughal 2022). The responsibilities in the organization in the mentorship opportunities on the issues concerning the leadership on the nursing operations.

External factors

The estimation of the external factors is key in the determination of the human resources in relation of the organizational processes in relation of the healthcare industry in relation of the shortage of nurses of the industry which is a significant issue. The nursing the effects on the shortage of nurses on matters in relation to the factoring affecting healthcare in relation on the longer stays, leading the healthcare systems, increased of the mortality rates and healthcare costs in issues of the issue on the shortage of nurses (Tamata, A.T. and Mohammadnezhad 2023). The issue of the healthcare on the external factors on the supply of the external factors in relation shortage nurses in the labor markets.

External factors

Demographic factors

One of the key issues contributing to the shortage of nurses is contributed by the increased population in the world where the number of persons in the nursing profession needs to be put in place about the nursing profession. The increasing retirement of the generation of baby boomers issues an increasing number of people about the retirement age issues to do with the retirement demand for healthcare services (Tamata, A.T. and Mohammadnezhad 2023). In many countries there have increased in the population rate has increased about potential nursing on the number of candidates. Organizations need to have a good understanding of the demographic factors of the external supply of human resources (Mahapatro 2021). The healthcare industry needs to have an adequate workforce that understands the increasing demand for nursing services. The healthcare industry needs to have a good understanding of the future requirements of nurses in the nursing industry to ensure there is a continuous supply of nurses in the industry.

Education and training programs

The external factor in relation to the supply of the factors on the issues such as to the quality and supply of the quality and availability of the training programs and education sector in relation to the nursing professions. The investment in the nursing profession education and training profession in promoting the number of people who are in the nursing profession. The investment in the nursing profession is key in relation to promoting more people in the industry in relation to instilling knowledge and skills in equipping the skills in the nursing industry (Mahapatro 2021). The organization needs to have more professional and continuing education in increasing opportunities to help nurses to be up-to-date skills and knowledge in relation on the advancement of the technological and nursing care.

Government policies and regulations

Government needs to be in line issue on nursing industry on the supply of the human resource in the nursing industry. Government policies needs to put in place the required regulations and policies which promotes the supply of the nurses in the industry (Alluhidan et al. 2020). The government needs to have in place policies need of the immigration of the individuals in achieving the careers on the nursing talent on the profession. The government policies in relation to the restrict immigration on licensing the requirements that promotes the selection of the nursing candidates (Kordes et al. 2020). The organization needs to be in touch with the regulations and policies that ensures the government agencies in relation to have sufficient workforce in relation to having demand for the nursing services.

Competing industries

The companies are influenced the supply of the human resources is affected by the factors in the competing industry in relation to the human supply. The supply of nurses in the profession needs on the human resources supply. The human supply in the industry needs to have good compensation since if wages are low individuals needs to be had better wages in order for more people to pursue careers (Mindell, D.A. and Reynolds 2023). The nursing industry needs to have good compensation packages and benefits which will retain and obtain new individuals in the industry in the nursing talent.

Technological advancements

The technological advancement in the modern industry has influenced the labor supply in the nursing industry which needs to well considered by the human resource department. The development of the artificial intelligence needs to be taken into consideration in determining the overall effects in the nursing profession since the artificial intelligence leads to the high automation of the industry operations which contributes to the determining the labor requirements in the industry (Margherita, E.G. and Braccini 2021). The organization needs to

be aware of the technology development and advancement which enhances the patient outcomes and performance.

Collaboration and partnerships

The supply of the human resources in human resource in the healthcare organizations which plans a key in the determination of the supply of the human resource in the role of the partnerships and collaborations. The sharing of the resources in the organization plays a key role in the reducing the overall costs in the organization and in sharing the resources and knowledge on the operations of the business (Azeem et al. 2021). The collaboration and partnership in the organizations play a key role in relation to the improving the results and performance of the organizations. Collaborations and partnerships play a key role in relation to achieving the overall goal in the organization such as in addressing the issues such as shortage of nursing workforce in the industry (Markaki et al. 2021). Partnerships plays a key role in relation to increasing strengths in the health care sector and improving the healthcare services.

Globalization

Globalization of health services plays a key role in the industry in achieving the external supply of human resources in nursing. For instance, the country's ability to recruit and hire employees in the healthcare industry can be used to address issues concerning the shortage of individuals in the healthcare industry (Hick et al. 2020). Globalization has a challenge about the level of competence in the staff recruited in different regions and also issues about language barriers. The organizations concerned need to invest in the cultural competencies in accessing the cultural competencies (Mayfield 2020). The globalization issues can be resolved by improving the issues concerning issues such as incorporating diverse cultures and having an adequate workforce to meet the demands.

Part Two

Position Analysis for Doctors Working in the NHS

Every UK resident can access complete, universal healthcare complete the National Health Service (NHS), which community funds provision. Doctors are vital to the National Health Service (NHS), and their persons and responsibilities are depending upon their specialism, knowledge, and systemic assignment (Stein 2022). With an importance on their seats inside the healthcare system, this inspection will go over the responsibilities and duties of doctors working by the NHS. The National Health Service Commission (NHSC), which supervises workforce organization and ensures doctors are placed in the most appropriate positions, employments doctors in the National Health Service (NHS) (Candib et al. 2023). Medical professionals are separated into specialisms, each with separate duties and experiences. GPs, surgeons, pediatricians, and therapists are among the most popular specialisms.

Primary care doctors, or GPs, identify and treat common illnesses, manage chronic problems, and stretch preventative upkeep to their patients. General Practitioners (GPs) function in private or community practices where they establish patient care and brand organize enduring care and make professional referrals as wanted. In addition, general practitioners (GPs) contribute in community outreach and community health labors that provision illness deterrence and healthy existences (Aars 2024). Medical specialists specializing in execution surgical processes to identify, extravagance, and prevent diseases and wounds are known as doctors. Surgeons are accountable for diagnosing patients' difficulties, creating conduct programs, and resounding out events in clinics, infirmaries, and private workplaces (Wei 2024). Surgeons safeguard suitable patient retrieval and avoid difficulties by contributing in follow-up meetings and post-operative maintenance.

Doctors specifying in treating children, kids, and youths are pediatricians. Pediatricians identify and treat numerous medical subjects, such as social disorders, infectious contagions,

and developing delays. They function in hospitals, infirmaries, and private workplaces. To assurance that kids receive the finest care likely, pediatricians also effort carefully with parents and occupations to offer preemptive care, such as injections and health showings (Fifolt et al. 2024). Medical specialists with an emphasis on the documentation, management, and anticipation of mental diseases and complaints are known as therapists (Schwarz et al. 2021). Therapists are in charge of identifying mental fitness issues in patients, making treatment agendas, and writing medicines for medications at clinics, infirmaries, and isolated offices. In addition, counselors offer therapy and psychotherapy to contribution patients in better regulatory their indications and ornamental their overall health.

Apart from their responsibilities relevant to their specialism, doctors in the NHS are also responsible for care patient pasts, interactive with patients and extra healthcare employees, and being well-informed of present medical research and growths. Medics must also shadow strict moral and expert guidelines to assurance that they offer outstanding, patient-centered action (Weeks 2021). The NHS employments doctors in various amenities, such as hospitals, hospitals, and isolated practices. Hospitals proposal a broad variety of medicinal specializations and facilities, making them the main employers of doctors. Equally, clinics are additional compact, absorbed healthcare organizations contribution inspections, treatment, and preemptive care for certain medical matters (Shapiro 2023). Medics who own and track private workplaces offer patients medical upkeep. To increase medical knowledge and improve patient care, specialists in the NHS are also involved in academic and investigation activities (England, N.H.S. and Improvement 2021). Frequent medical specialists work as faculty memberships at colleges and medicinal schools, mentoring and teaching students and responsibility fields.

The procedure of identifying and making future leaders and important organizational locations is known as succession planning. In the circumstance of the National Health Service (NHS) in the United Kingdom (UK), succession planning is critical to upholding high-quality healthcare

facilities for patients (Dalingwater 2020). This examination will cover the tests that NHS doctors face and how succession planning can help them overwhelmed them.

It's critical to comprehend the difficulties physicians in the NHS are experiencing. The aging population has increased demand for healthcare services, one of the biggest obstacles. The NHS is pressured to hire and retain more physicians to satisfy the increasing demand. The COVID-19 epidemic has also put a great deal of demand on the healthcare system, which has made physicians' workloads and stress levels higher (Gualano et al. 2021). The requirement for ongoing professional development is another issue that NHS physicians must deal with (CPD). Physicians must earn a specific amount of Continuing Professional Development (CPD) credits annually to keep their registration with the General Medical Council (GMC) active. Concerns regarding the gender and racial diversity of the medical workforce are also becoming increasingly prevalent (Wilbur et al. 2020). There are still big differences in the proportion of women and ethnic minorities in medicine, even with initiatives to broaden diversity. A lack of diversity may harm patient care because diverse medical workforces have been demonstrated to give superior treatment to a wider range of patient groups. This is what the NHS team doing to professionals are separated into specialisms, each with separate duties and experiences. GPs, surgeons, pediatricians, and therapists are among the most popular specialisms with the people.

Conclusion

The organization's human resource department needs to be vigilant on the matters and issues concerning the human resources needs and requirements. In the nursing sector, employers need to be vigilant and careful in the health care industry such as employment and recruitment of health workers. Training and development in the organization play an important role in ensuring the organization achieves success in its operations. Organizations in the healthcare sector need to be well incorporated in the healthcare sector to achieve overall success in the organization by having a good balance of work and life balance in the workplace.

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