Nursing

[Author]

[Institution]

**Key Words**

Strategic Human Resource Management: **SHRM** includes the usual and typicalcomponents of Human Resource such as hiring, discipline, in addition to payroll, also it involves working with staff in a mutual manner to boost retention, develop the quality of the work practice, and boost up the mutual advantage of both organization and staff.

Payroll: This term refers to the list of staff that receives payment from a company. Payroll also refers to the money that is paid to the workers or the records that feature how much every member of staff has made.

Health Care Organizations: The centres that offer health services for example, identification of diseases, treatments and surgeries and work on the recovery of patients. The research and teaching assignments can also be performed in the HCOs.

**Importance of Appropriate Staffing Levels for Skilled Nursing Facilities**

In every organization, the HR department has to regulate the relationship between different departments and the upper management. Particularly in the Health Care Organizations, there is a basic need to imply appropriate staffing levels. For instance, there should be an order of staff like: Junior nurse, then senior staff, etc. By these appropriate levels, we mean that we have to then assign them the jobs and duties according to their level. Their payrolls also depend on their staffing level. Skilled Nursing facilities can only be assured in this way.

A proper hierarchy in the staff ensures that the effective roles and jobs are given to the persons based on their professional experiences and skills. It is also really significant to get the right and accurate blend of staff i.e. the nursing staff levels, performing for those particular hours and minutes. The right level of Staff Levelling helps the organization in lowering down the budget too. The more cost-effective and work-efficient you are, the more successful you become.

References

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