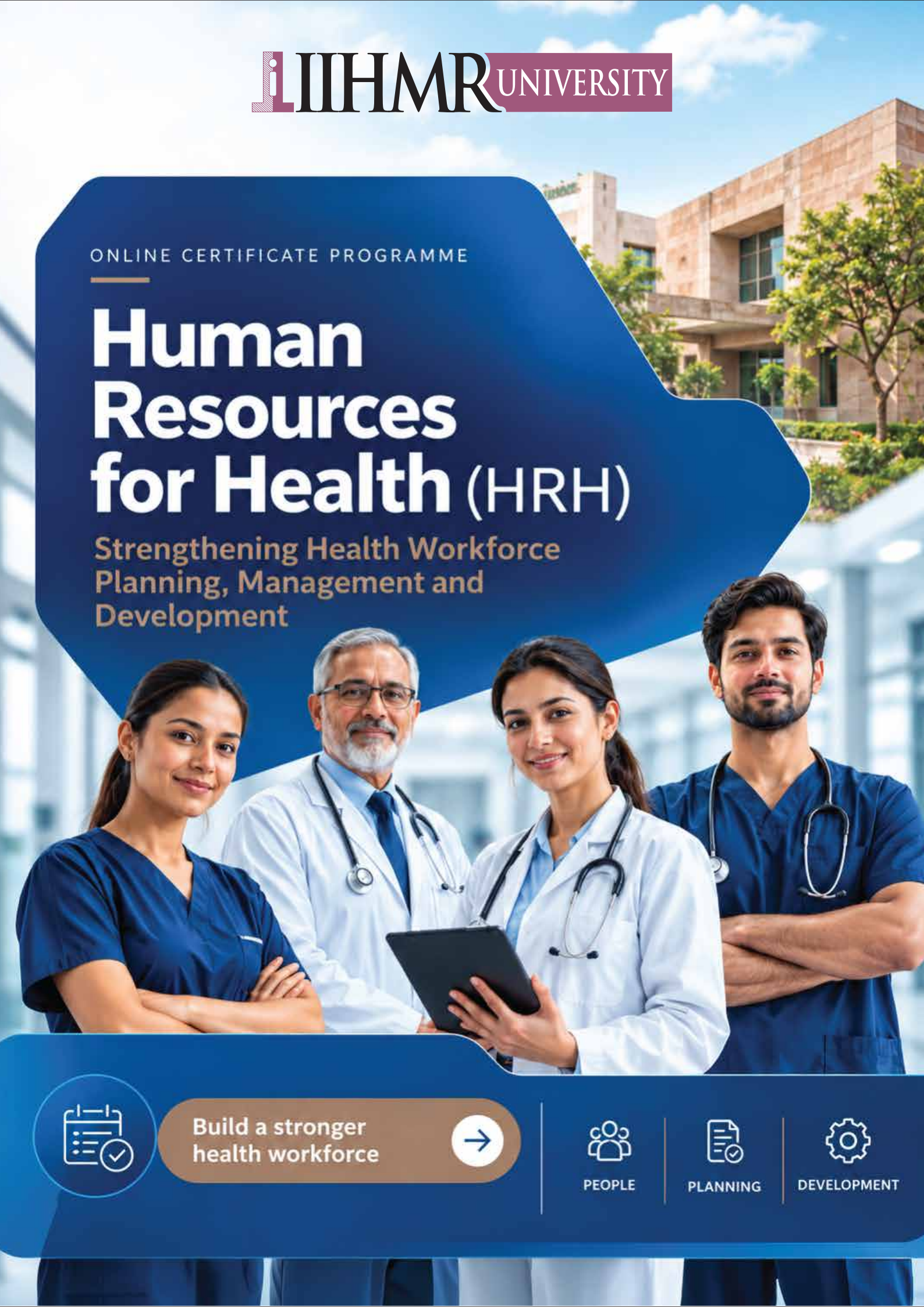
IIHMR UNIVERSITY

ONLINE CERTIFICATE PROGRAMME

Human Resources for Health (HRH)

Strengthening Health Workforce Planning, Management and Development



Build a stronger health workforce

PEOPLE | PLANNING | DEVELOPMENT

Background

Human Resources for Health (HRH) are central to effective, equitable and resilient health systems. Despite improvements in healthcare infrastructure and public health programmes, challenges such as workforce shortages, uneven distribution, competency gaps, high workloads, staff turnover and limited use of workforce data continue to affect healthcare delivery.

The Certificate Programme in Human Resources for Health is designed to equip healthcare and public health professionals with practical knowledge and skills in health workforce planning, recruitment, deployment, performance management, capacity building, workforce analytics and retention. Through case studies, practical exercises and a workplace-based capstone project, participants will learn to address workforce challenges and develop evidence-informed HRH improvement plans.

Objectives

- Explain the concepts, principles and significance of HRH in healthcare delivery and health systems strengthening.
- Analyse health workforce requirements, staffing gaps, distribution and organizational challenges.
- Develop strategies for workforce recruitment, deployment, retention and competency development.
- Design workforce management, monitoring and evaluation plans to improve performance and sustainability.
- Apply HRH principles and workforce data to address practical healthcare and public health challenges.

Pedagogy

The programme adopts a learner-centred and application-oriented approach, combining instructor-led online sessions with guided self-learning, case-based discussions, expert interactions, group activities, practical assignments and capstone mentoring.



Course Contents

- HRH concepts, health workforce categories, workforce challenges, national and global policy frameworks, and the relationship between workforce and health system performance.
- Workforce supply and demand, staffing requirements, workload analysis, workforce distribution, HRH indicators and staffing-gap assessment.
- Job analysis, recruitment, selection, deployment, induction, performance management, employee engagement and retention.
- Training needs assessment, competency development, leadership, employee well-being, workforce governance, HR information systems and digital workforce management.
- Identification of a workforce challenge, situation analysis, development of an HRH improvement strategy, implementation planning and project presentation.

Programme Duration

Duration: 3 Months (12 Weeks)

Learning Hours:

- 24 Hours Online Instructor-led Sessions
- 24 Hours Guided Self-learning

Credits: 3 Credits

Mode: Live Online (Faculty-led sessions with hands-on practical learning)

Programme Highlights

- Practical understanding of health workforce planning and management.
- Application of staffing, recruitment, retention and performance management tools.
- Exposure to workforce analytics, HR information systems and digital workforce management.
- Interactive online sessions, expert inputs, case studies and guided self-learning.
- Workplace-based capstone project to develop an actionable HRH improvement plan.

Who Should Attend?

- Clinicians, public health professionals, nursing administrators, hospital administrators and healthcare quality professionals.
- Healthcare HR managers, staffing officers and operations managers.
- Professionals working with government agencies, NGOs and development partners.
- Faculty members, researchers, doctoral scholars and consultants interested in HRH policy, workforce research and evidence-informed decision-making.

Eligibility

Bachelor's degree in any discipline including medicine, nursing, dentistry, pharmacy, public health, life sciences, health management, allied health sciences, or any other relevant discipline from a recognized university.

Professionals with experience in healthcare, public health, health programme management, research, or related sectors will be preferred. Participants should have proficiency in English and access to a computer/laptop with a reliable internet connection for online learning.

Assessment

Participants will be evaluated through:

- Online Quizzes & Knowledge Checks
- Module Assignments & Case Studies
- Group Presentation
- Capstone Project Report

Programme fee

The programme fee for Indian participants is Rs. 30,000 plus GST (18% as applicable), and for international participants it is USD 315 plus GST (18% as applicable).

Discounts on Fee

Early Bird Discount: Nominations received with payment before four weeks of the commencement of the programme will be entitled to a 10% early bird discount.

Group Discount: Any organization sponsoring four or more participants to the programme will be entitled to a 20% discount on the total fee payable, provided that at least four participants attend the programme.

Maximum Discount: Organizations can avail themselves of both discounts, subject to a maximum discount of 20%.

Certificate

Participants successfully completing the programme and fulfilling the attendance and assessment requirements will receive a Certificate of Completion from IIHMR University, Jaipur.

Programme Coordinator



Dr. Tripti Bisawa
Professor
IIHMR University, Jaipur

Registration

For programme schedule, fee details, and registration, please contact:

Office of Online Certificate Programmes (OCP)
IIHMR University
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