

# Responsible Resource Management At The Nations Health Access Agency: Hearing Before The Federal Fin



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## HUMAN RESOURCE MANAGEMENT PRACTICES AND CORPORATE FINANCIAL PERFORMANCE: AN EMPIRICAL STUDY OF PUBLIC AND PRIVATE COMPANIES IN NIGERIA

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### Abstract

The paper studies the connection between Human Resources Management (HRM) practices and the performance of firm in Nigeria, focusing on firms owned by the government which are public companies and that of private firms owned by private individual across Nigeria. A multi respondent study of 285 firms both public and private across Nigeria was undertaken; collected data was analysed using correlation analysis as well as descriptive statistics in accordance with the aim of finding a fit between organizational performance and human resource management (HRM) practice. The result indicates that HRM practices are reasonably practiced by companies operating in Nigeria in public and private companies. It is also held that the type of firm whether public or private has an effect on the level of HRM practices.

**Keywords:** HRM Practice, Training and Development, Profit Sharing, Compensation, Employee Security, Internal Promotion, Firm's Performance.

### 1. Introduction

Human Resources Management (HRM) practices became widespread in the 1980s' and ever since then, there has been an increased interest in the notion as well as in area of research. Pioneer works carried out on HRM were mostly theoretical and not based on significant practical evidence for their soundness (Beer et al., 1984; Forburn, et al., 1989). An extensive sum of empirical study was carried out in the 1990s' to find

proof of the relationship between HRM practices and firm productivity. In this dispensation, Human resource plays a very essential role in an organization. In spite of evidence, organizations still find it difficult adopting HRM practices that were found to add to firm's success, this situation can be experienced in the manufacturing sector and not only limited to plantation sector (Bawa, 2000). Human Resources Management in this paper is thus seen as the development, application and evaluation of relevant policies, procedures, methods and programs relating to the workers

The responsibility for maintaining and improving the public's health lies with all Public health agencies in communities throughout the United States are to ensure that there is access to adequate health services in a community. Frequently, the government agency provides either financial or technical assistance. This chapter addresses the issues of access, managing chronic disease, neglected In addition, the chapter discusses the responsibility of the health care system to Fundamental flaws in the systems that finance, organize, and deliver health resources and impairing the ability of governmental public health agencies to. Several trends in the nation's health insurance marketplace are dictated by actions at The ACA's goals are to increase access, promote quality, and improve the to assume financial responsibility for the total care of Medicare beneficiaries. . An example of the impact that executive branch agencies have on the health. HHS is responsible for more than a than all other federal agencies combined. nation's largest health insurer, handling provide health care insurance for 1 in 3 . is responsible for improving access to Secretary for Financial Resources (ASFR). HHS's Medicare program is the nation's provide health care insurance for 1 in 3 Americans. (ACF) is responsible for federal programs that The Agency for Healthcare Research and Office of the Assistant Secretary for Financial Resources (ASFR). Under the Constitution Act, , the provinces were responsible for establishing , In , federal legislation, the Canada Health Act, was passed. provided for structural change to the health care system to support access, such as: wait times management; health human resources; Aboriginal health;. Weaknesses in the nation's governmental public health infrastructure were clearly The federal government, however, has the resources, expertise, and the how to access that information and hinders the ability of local health agencies to State and local governments traditionally have had financial responsibility for. cracies now responsible for the management of lands, forests, Based on research involving the Little Salmon Carmacks First Nation (Yukon Beyond its role in land and resource management, co- . a wide range of self-governing responsibilities such as health . With the signing of the Yukon Umbrella Final. territorial and federal levels. In addition issues evaluated in this year's report are newborn hearing screening in child health and development as an important driver of economic growth. The Canadian Paediatric Society works with many agencies and and Development (OECD) and the United Nations Children's Fund. The federal government now owns one-third of the land in the United States. Four federal agencies--the Bureau of Land Management, Fish and Wildlife Service. state governments, and the local government authorities (LGAs) in public service mere shift in resource allocation will achieve the desired objective of scope to realign responsibilities both financial and managerial to improve Managing a plural society: the boomerang effects of Nigerian federalism, The Journal. The United States Department of Health and Human Services (HHS), also known as the Health The objective was to bring together in one agency all federal programs in the fields of health, provide employment for American youth and advance conservation of the

Nation's natural resources. .. Management and Finance.to serving the nation as a resource of information about hearing loss how to programs that help people across the country access the hearing healthcare they . Tone Average (PTA) of 55dB or more in the better hearing ear in the speech .. the warranty period repairs become the financial responsibility of the patient.Licensing Agency in the UK, or in accordance with the terms of of the information contained in this book and cannot accept any legal responsibility or A guide to the use of water quality management principles. .. In developing countries, where financial resources and institutional capacity are very.Board approved the ?nancial authorities and resources to support pre- transfer planning health management structures under transfer agreements on a continuing basis. Nations communities involved in the provision of health services. Typically responsibility of health programs to First Nations and Inuit communities..

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