

2018 Hospital Executive Level Priorities – Human Resources

The Hospital Executive Level Priorities surveys take the pulse of Hospital and Healthcare Executives across the country to understand what is important to them. The results of the 2018 H.E.L.P. surveys were based upon 1,146 respondents. The top three (3) Human Resource priorities are Retaining Talent or Employee Turnover, Registered Nurse/Professional Recruitment and Decreasing/Controlling Labor Costs.

This H.E.L.P. survey covers fifteen (15) broad industry leading topics. The following table scores each priority on a scale of 1 through 100, with one hundred being the most important. The “Change” column reflects the difference from 2017.

HUMAN RESOURCES HELP	2016	2017	2018	CHANGE
Retaining Talent or Employee Turnover	69.4	86.2	81.3	-4.9
Registered Nurse/Professional Recruitment	74.6	78.1	73.5	-4.6
Decreasing/Controlling Labor Costs	65.4	69.4	73.5	+4.1
Maintaining Competitive & Cost-Effective Benefits	68.0	58.1	64.5	+6.4
Maintaining Market Competitive Compensation	65.4	59.5	61.0	+1.5
Leadership Development	62.9	71.4	59.5	-11.9
Succession Planning	N/A	61.0	56.5	-4.5
Performance Metrics	53.2	64.1	52.4	-11.7
HR Strategic Planning	59.2	55.6	48.8	-6.8
Regulatory Mandates	N/A	53.2	44.8	-8.4
Workplace Violence	N/A	46.3	42.4	-3.9
Workforce Diversity	N/A	45.5	41.5	-4.0
Union Avoidance/Labor Relations	48.5	39.7	39.2	-0.5
Mergers & Acquisitions	N/A	38.5	38.6	+0.1
Protecting Aging Workforce	43.3	47.2	37.9	-9.3