

2019 Hospital Executive Level Priorities – Human Resources

The **H**ospital **E**xecutive **L**evel **P**riorities surveys take the pulse of Hospital and Healthcare Executives across the country to understand what is important to them. The results of the 2019 H.E.L.P. surveys were based upon 1,262 respondents. The top three (3) Human Resource priorities are Retaining Talent or Employee Turnover, Registered Nurse/Professional Recruitment and Maintaining Market Competitive Compensation.

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 2018.

HUMAN RESOURCES HELP	2017	2018	2019	CHANGE
Retaining Talent or Employee Turnover	86.2	81.3	78.7	-2.6
Registered Nurse/Professional Recruitment	78.1	73.5	76.3	+2.8
Maintaining Market Competitive Compensation	59.5	61.0	72.5	+11.5
Decreasing/Controlling Labor Costs	69.4	73.5	66.7	-6.8
Maintaining Competitive & Cost-Effective Benefits	58.1	64.5	64.9	+0.4
Leadership Development	71.4	59.5	64.9	+5.4
HR Strategic Planning	55.6	48.8	63.3	+14.5
Performance Metrics	64.1	52.4	59.2	+6.8
Workplace Violence	46.3	42.4	54.1	+11.7
Regulatory Mandates	53.2	44.8	53.2	-8.4
Succession Planning	61.0	56.5	51.0	-5.5
Workforce Diversity	45.5	41.5	47.2	+5.7
Protecting Aging Workforce	47.2	37.9	46.5	+8.6
Union Avoidance/Labor Relations	39.7	39.2	45.7	+6.5
Mergers & Acquisitions	38.5	38.6	35.1	-3.5