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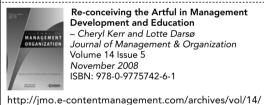
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Healthcare Management: Progress, Problems and Solutions
DEADLINE FOR PAPERS: 5TH DECEMBER 2011

A special issue of *Journal of Management & Organization* – Volume 18 Issue 5 ISBN 978-1-921348-98-3 – September 2012

Guest Editors: Yvonne Brunetto (SCU), Kate Shacklock (GU), Rod Farr-Wharton (USC) and Cary L. Cooper (Lancaster University)

The Journal of Management & Organization (JMO) is currently seeking academic papers for this Special Issue. Submitted papers should provide a greater understanding of the complexity of healthcare management in either the public or private sectors, with particular emphasis on capturing the HRM issues emerging for healthcare managers in the 21st Century.

Healthcare managers face many challenges in delivering quality healthcare. Numerous OECD countries face a challenge in retaining skilled healthcare professionals - particularly doctors and nurses. In the case of Australia, the nurse shortage is equivalent to 3% of the practicing registered nurses, which is approximately 10,000 nurses, just to meet present demand. The situation is similar for medical practitioners. This predicament is exacerbated by the aging population and the high percentage of older healthcare professionals working in the system. Past research has identified that healthcare professionals reporting dissatisfaction with management policies and practices have a 65% higher probability of leaving than those reporting satisfaction.

The special issue invites research contributions addressing the factors affecting the retention of professional healthcare workers and the efficiency and effectiveness of the healthcare system. Included below are examples of possible topic areas:

- The challenges associated with managing different age cohorts of healthcare workers
- The challenges associated with attracting, recruiting and/or retaining healthcare workers
- SHRM issues in healthcare management practice
- The link between healthcare workers' level of job satisfaction and clients' level satisfaction
- The quality of management practices in healthcare

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