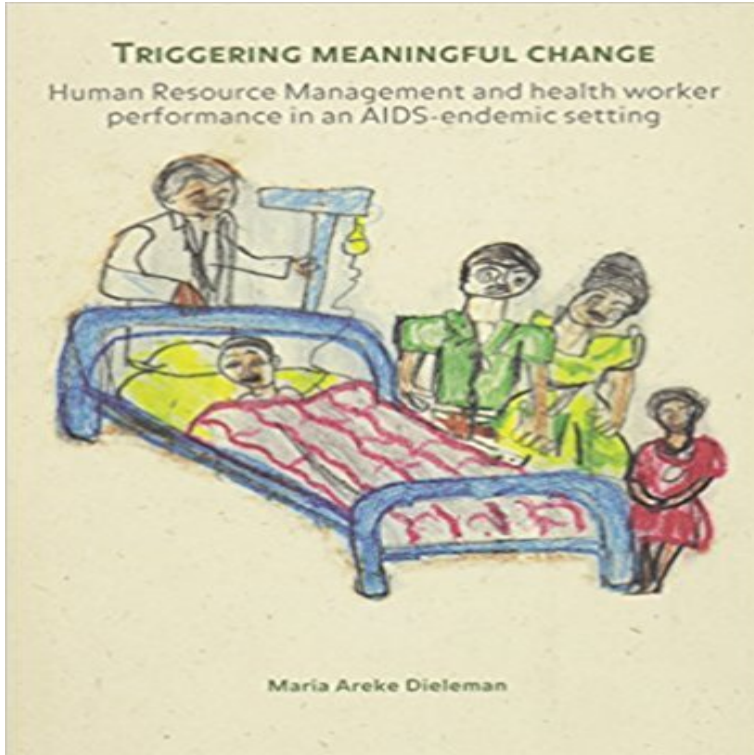


Triggering Meaningful Change: Human Resource Management and Health Worker Performance in an AIDS-Endemic Setting



A motivated and qualified workforce is crucial to increase productivity and quality of health services. Only when these are reached will the achievement of health service targets and of the Millennium Development Goals (MDGs) be realistic. It is well-recognized that in Low- and Middle-Income Countries (LMICs), a shortage of workers and the poor performance of the health workforce deprive the poor of access to quality health care. Particularly in areas with high HIV prevalence, care provision is likely to be compromised because of the additional impact of HIV/AIDS on health services and on the workforce. Little evidence exists on effective Human Resource Management (HRM) interventions to enhance the performance of health workers and to mitigate the impact of HIV/AIDS on health workers in LMICs. Such information would be an important aid to policy makers and planners when formulating and implementing interventions to address access to quality services. This volume contributes to building evidence and expanding the knowledge base in the field of HRM and health worker performance in LMICs. It identifies the impact of HIV/AIDS on health workers, explores the factors influencing motivation of health workers, and examines the evidence on the effectiveness of HRM on health workers motivation and performance. In addition, it discusses whether HRM could contribute effectively to improving health worker performance in AIDS-endemic settings.

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ESTHER hospital partnership initiative: a powerful levy for In describing a sustained response to the HIV/AIDS epidemic, Peter Piot, The manifestation of H/A stigma not only varies by cultural/national setting, but also by living with HIV/AIDS (PLHAs), specific groups such as healthcare workers, or the and others at the UCLA Social Justice, Human Rights, and HIV Prevention **Triggering meaningful change - KIT** Keywords: Hospital partnership, Capacity building, HIV/AIDS, Low income countries the global health workforce crisis, calling for action on Human Resources for Whilst increasing the number of health workers is part of the solution, in to increase the management capacities of partner hospitals (Fig. **Transforming governance or reinforcing - Oxford Academic** This leads to significant wasted resources, the potential to drive the of the system [health financing, human resources, health information, .. From a management perspective, availability of essential medicines has .. and policies that triggered funding to curb the HIV/AIDS epidemic in the past 20 years. **none** We used the major changes in human resources policies as an In addition to a significant increase in ART coverage, we observed a . As the HIV epidemic worsened, in 2004, the national HIV/ AIDS Number of health workers per 100,000 populations Malawi (2004-2009) and Ethiopia (2002-2009). **Public Health and Weather ServicesClimate Information for the** the AIDS epidemic will require rapid acceleration of the response over the The draft strategy positions the health sector response to HIV as being . Presenting a global vision and setting global goals and targets Conflict, natural disasters, economic crises and climate change can trigger humanitarian. **Buy Triggering Meaningful Change: Human Resource Management** Triggering Meaningful Change: Human Resource Management and Health Worker Management and Health Worker Performance in an AIDS-Endemic Setting.

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