

APPROACHES TO IN JOB TRAINING.

affordable care is one of the landmark policies enacted under President Obama. It revolutionized health care provision to a great extent, enabling poor citizens to access health services at an affordable cost.

The act introduced new regulation and employment requirements in any organization that is providing healthcare services.

Among its three main goals were to ensure that more people had access to affordable health insurance so that even the poor people could afford quality care in the country.

Another aim was to make an effort to expand programs of medical aid so that they would cover even the adults who were earning below the poverty line. Most importantly, the healthcare program introduced policies to promote innovativeness in the methods of providing care that was affordable to a large population.

The aspect of the act that I will be addressing is its regulation on the employment of medical personnel. The result of this regulation was organizations developing their new recruitment model to consider the new requirements. The changes had to be implemented in all the departments by changing policies, the relation of employees, and the benefits that have been guaranteed in the act. The act impacted the department of human resources management heavily and brought new opportunities and challenges in the department. Therefore, the department, while adhering to the new requirements, made deliberate changes in the training and development of employees.

Understudy.

Affordable care has promoted permanent employment of health workers or short contractual terms. It also increased the need to have the organization retain employees for a long time while paying for their health insurance. The understudy will enable employees to get prepared for future roles in the organization. This is achieved by some employees being picked and trained to perform the duties of a departmental head.

Induction.

Induction is one of the approaches that can be used to train new employees on some basic practices and responses to situations that may arise in the workplace. Health care hiring under affordable care reduced the qualifications of some health jobs, and therefore some needs to be taken through the basic Medicare responses in the communities.

Coaching and mentoring.

As employees work in the health organization, they may be coached and mentored by the superiors and supervisors.

This will enable them to acquire skills and to solve problems and handling of various tasks. This reduces the frequent hiring of higher positions as such mentees are ready to replace the mentor.

This means that giving employees a permanent contract is beneficial to the health organization in the long run.

Understudy.

Affordable care has promoted permanent employment of health workers or short contractual terms. It also increased the need to have the organization retain employees for a long time while paying for their health insurance. The understudy will enable employees to get prepared for future roles in the organization. This is achieved by some employees being picked and trained to perform the duties of a departmental head.

Job rotation.

A health organization that prefers its employees to have not just one skill but a couple of them to reduce the cost of hiring more employees and pay for their medical insurance.

Medical personnel should have an opportunity to know how to perform various tasks even if they are outside their specialization. Job rotation, therefore, equips employees with various skills while reducing boredom that results from specialization Pastore & Pompili (2019).

Allocating special

assignments.

Another way to train employees while still working is to assign trainees a specific project related to their job specifications. Such assignments should enable the employees to develop their skills as they are engaged to perform the various tasks that they have been allocated. They may be required to solve an organizational problem and make recommendations. This enables medical personnel to solve any other challenge they may face while in the line of duty.

Multiple management.

The management of a health organization may develop a junior team that shadows the organization's real management. They are then tasked with the functions of analyzing problems in the organization and make proposals to the senior management team. This equips junior staff with problem-solving skills and prepares them for future management roles in the organization.

Specialized readings.

Employees may also be trained through creating a culture of selective readings that expose the medical assistants to readings and publication of senior medical personnel so that they can gain prior knowledge and skills by learning from them. The health organization should provide books, journals, and other articles related to the functions of the provision of healthcare services. Therefore, the members of the organization will be equipped with knowledge of performing more tasks than their specialization.

Jorgensen & Baker (2013) argues that affordable care has reduced the employment rates of health organizations due to the increased cost resulting from the new requirements. This means that organization has to design methods of reducing the cost and coping with reduced employment rates. Affordable care act comes with responsibility and quality care, and therefore the quality of healthcare must not be compromised. Training of the employees already in the organization using the various approaches is important in ensuring compliance with the affordable act.

REFERENCES.

- Jorgensen, H., & Baker, D. (2013). The Affordable Care Act: A Hidden Jobs Killer?. Center for Economic and Policy Research,” Washington, DC, <http://cepr.net/documents/publications/aca-job-killer-2013-07.pdf>.
- Levin, A. (2015). Employer Reactions to the Affordable Care Act. *Benefits quarterly*, 31(1), 51.
- Pastore, F., & Pompili, M. (2019). Assessing the impact of off-and on-the-job training on employment outcomes: a counterfactual evaluation of the PIPOL program.
- Protection, P., & Act, A. C. (2010). Patient protection and affordable care act. *Public law*, 111(48), 759-762.