Healing at a higher level.

Emory Healthcare Human Resources Management
The Strategic Framework

EMORY HEALTHCARE

Become the leading health care system in the Atlanta and Southeast regions, differentiated by discovery, innovation and patient-focused care.
Today someone will be given new hope. Breakthroughs will occur that make headlines. A wish will come true for a young family. Sharing ideas will lead to a major discovery. A promise will be kept to a grandfather. World-class teams will learn from each other. The weight of healthcare will reach a higher level. All because someone like you decided to push your talent a little further.

Welcome to Emory Healthcare Human Resources. We're here to help you reach a higher level of performance. We hope you find the content on this site useful and informative. As you will notice, this site is constantly changing, so be sure to check back often.
Targeted Selection

- Structured, formal behavioral-based interview format
- Customizable attributes (examples)
  - Adaptability
  - Communication
  - Integrity
  - Technical knowledge
  - Organization
- EEOC compliant
- One Targeted Selection certified manager and one Targeted Selection certified Human Resources representative must compete a TSI interview for each hire.
Targeted Selection Cont’d

• The Targeted Selection process enables EMORY HEALTHCARE managers to hire the most technically qualified candidates to ensure *WHAT* gets done is of the highest quality.

• The Targeted Selection process enables EMORY HEALTHCARE managers to hire candidates with a “service-oriented philosophy,” ensuring customer satisfaction is priority in *HOW* things get done.
Pre-employment Requirements

**Prior to Offer**

- Online application
- Criminal background check
- License verification
- Education verification
- Employment verification
- SSN verification
- Health assessment
- Health care fraud
- Salary calculation
- Professional references

**Post Acceptance**

- Federal I-9
- Federal W-4
- Personal data form
- Direct deposit form
- Employee ID badge
- Parking pass
TOOLS

- PEOPLESOFK
- EHC HR WEBSITE
- PERFORMANCE ADVISOR
- PAY REVIEW
- HEALTHCARE LEARNING CENTER (HLC)
- HEALTH ASSESSMENT TOOL
- LOTUSNOTES
- EMPLOYEE ENGAGEMENT SURVEY (GALLUP)
- HIERARCHY