

Management of human resources and organizational strategies for improving the quality of life for dementia patients in the Chinese

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Abstract

The purpose of this research was to determine if Parkinson's disease (PD) and depression are separate risk factors for dementia or whether they work together to increase that risk. Methods. Patients with a recent diagnosis of Parkinson's disease, as well as control participants, were drawn from the database of the Taiwan National Health Insurance Research Center between January 2001 and December 2008. This cohort was split into three groups: controls with or without depression, people with Parkinson's disease alone, and those with Parkinson's disease plus depression. For each group, the incidence rate of dementia as well as the hazard ratio (HR) were determined with the use of Cox's regression analysis. Results. When compared with controls who did not have depression the adjusted HR for dementia was 3.29 in the group that just had Parkinson's disease, 2.77 in the group that

only had Parkinson's disease with depression, and 1.55 in the group that only had depression. The incidence rate of dementia was found to be 29.2 in the group that just had PD, whereas the incidence rate was 13.2 in the group that also had depression. In the group of people suffering from depression, the impact of PD on dementia caused an HR of 0.97. Alzheimer's disease was one of the risks associated with Parkinson's disease. Depression, on the other hand, did not operate as a risk factor for dementia in individuals with Parkinson's disease (PD), despite the fact that it did serve as a risk factor for dementia. The purpose of this research is to examine the function of Human Resource Management (HRM) during a moment of crisis, with a particular emphasis on the contribution of teleworking and telecommuting as a new working reality. The significance of technological advancement in relation to the use of human resources.

Keywords: Community supports; HRM; Dementia; Equity; Telehealth.

INTRODUCTION

Human resources are living, breathing, revenue-generating resources that do not come from production resources. It is necessary to keep up with technological advancements. Employees must expand their skills in order to improve the overall efficiency of the company. As administration has grown in complexity, it has taken on new dimensions. The human resource development process includes subsystems such as performance evaluation, training, organizational growth, potential development, job rotation, welfare, and rewards. Each of the various systems is constantly working to help people learn new skills (Ragini 2015). China, the world's most populous country, will face significant challenges in adapting to its ageing population, which will include an increasing number of dementia patients. In the short and medium term, determining the prevalence of dementia across the country and the distribution of cases in different regions is critical for developing effective policy and care strategies. No study has yet looked into the impact of methodological considerations on the results of large-scale Chinese data synthesis on dementia. Seven years ago, an international Lancet investigation (the Delphi study) found that 4% of people over the age of 60 in China and the developing Western Pacific had dementia. According to a more recent meta-analysis conducted by the World Health Organization for its worldwide research on dementia, 3.2% of people 60 and older are affected by the disease, and 4.98 percent when age and gender are standardized to the demographic structure of Western Europe. were established (Tzu Wu, 2013).

Alzheimer's Disease International (ADI) has suggested that each country develop a national strategy to address this enormous public health concern. Previous research found that the general public's ability to recognize dementia-related behaviors improved as their awareness of dementia increased. Symptom onset and healthcare delivery may be delayed due to a lack of awareness. As part of the WHO Global Action Plan on Dementia, all countries are encouraged to develop initiatives to raise public and professional awareness of dementia and to foster a dementia-inclusive society. The current status of public awareness must be clarified prior to the execution of large-scale education campaigns in order to guide the design of interventions that best use limited resources (Liu 2019)).

As a multifaceted term, strategy extends far beyond simple competitive strategies. In business, strategies serve as mission statements. A well-thought-out strategy is a set of goals and objectives that can be measured and achieved, developed with input from the institution's constituents. Each of these declarations of action is associated with a person or group of people who are accountable for and have the authority to achieve the stated outcome by a specific date. They are the established ways of doing things, making decisions, and enforcing rules that enable a group to achieve its goals. Strategic human resource management is an HR approach that enables businesses to prioritize employee satisfaction while also advancing their own goals. Human resource management includes all aspects of the workplace.

differ from traditional approaches to human resource management? Strategic human resource management, also known as SHRM, is a subfield of HRM. It is a relatively new specialization that

emerged from HRM. Most of the early, or so-called conventional, HRM literature glossed over the concept of strategy, treating it as a purely operational topic with effects that trickle down through the organization. Human resources, with its emphasis on people, and business, with its emphasis on numbers, were thought to be distinct fields, at least by many executives. Human resource professionals were concerned about the company's "war cabinet" environment (Wu, Y, 2016).

Research Objectives

Technology advancement and the introduction of new ideas are both critical components of how today's businesses operate. Organizations have faced new challenges as a result of the Industrial Revolution's far-reaching effects on product design, manufacturing processes, procedures, and services. These challenges have been caused by digital transformation and increased connectivity. The primary goal of this research is to look into how human resource management and quality of life will affect the manufacturing industry. The fifth industrial revolution will have a significant impact on economies around the world. It will be assembled using a variety of techniques.

The research aims to achieve the following objectives.

- i) Explore the role of multidisciplinary care in assisting individuals with dementia in China.
- ii) Evaluate organizational strategies to improve the quality of life for dementia patients in China.
- iii) Identify human resource management policies to improve dementia patients' quality of life in China.
- iv) Assessing how organizational strategies and human resource management improve quality of life in China.

Scope of The Study



The term "human resource management scope" refers to the full range of HRM-related activities. The following describes these activities. Human resource planning, also known as HR planning, is a method used by businesses to determine how many open positions exist within the organization, whether there is an abundance of available workers or a scarcity of workers, and how to best accommodate either scenario. The Human Resource Management subfield of "Job Analysis Design" is significant. The goal of conducting a job analysis is to provide a detailed description of each position within an organization. Advertisements are written and placed in newspapers based on data gathered during a job analysis, which is the first step in the company's recruitment and selection process. That's called. "networking" Recruitment and selection are critical components of Human Resource Management because they involve identifying qualified candidates, conducting interviews, and ultimately selecting the best candidate. After hiring a team, the next step is to conduct an induction or orientation. As such, this is another critical component of HRM.

Limitations of the Study

Each study has limitations. The study will only have 13928 participants, which is a small sample size. Again, the study will survey workers who have been exposed for more or less than three years, depending on their job duties. This survey will be conducted using a questionnaire, so if a survey participant is contacted by phone rather than online, their responses may vary.

LITERATURE REVIEW

Quality of Life for Patients with Dementia

Dementia is becoming more common and prevalent as the number of people over the age of 85 grows. Because Alzheimer's disease and other forms of dementia currently have no cure, it is critical that researchers develop methods to improve the lives of those suffering from them. Many dementia care facilities aim to improve quality of life by encouraging not only mental and physical activity, but also meaningful connections with others. Despite the widespread belief that such pursuits are beneficial, little is known about which activities clients are most likely to enjoy or how they may affect their quality of life. Positive mood and social contacts These activities may help to improve the quality of life for people with dementia. The investigator will look into how dementia patients assess their quality of life. The researcher discusses how various hobbies and social contacts have been shown to influence quality of life for people with dementia, as discussed by Reacher, who will go over how it has been assessed in previous research. According to the Alzheimer's Association (2015)

Dementia Patient Care

This study aimed to better understand how activities affect quality of life in dementia care units. According to Brod, Stewart, Sands, and Walton's definition of Quality of Life for Persons with Dementia, researchers observed dementia care units and investigated how different activities types influenced emotional affect in the dementia patient, and how they elicited varying levels of positive

staff interaction. Participants reported significantly higher levels of positive affect when participating in specific activity types compared to no activity.

This research aligns with Combs et al. (2006) by taking a systems-based approach to HPWS rather than focusing solely on HR practices. Since there is no significant slippage between performance dimensions in HPWS (High-Performance Work Systems), I chose to use a subjective market performance metric that includes sales, profitability, and marketing as my organization's performance measure. Therefore, researchers have a broad range of viable alternatives to choose from when measuring organizational performance (45 total) without sacrificing the potential impact sizes they will encounter. Finally, as part of my research on HPWS at bank branches, I used Liao et al.'s HPWS for service quality. This is because the "best" set of HPWS in any given business can vary depending on the nature of the work being done.

HRM

The first paper they should mention here (Chen et al., 2016) examined the evolution of HRM over five distinct historical eras, beginning before 1840 and continuing until the present day. The authors presented an examination of Chinese HRM, tracing different stages of its development from before 1840 to the present. The authors reach their conclusion by applying the resource-based approach and path dependency theory. They believe that disparities in Chinese HRM institutions can be explained by path-dependent choices that reflect institutional context. Although the authors emphasized the factors that shaped Chinese HRM, such as production development, culture and traditions, the regulatory environment for the labor market, and foreign influences (such as global competition and Taylor's Scientific Management ideas from 1918 to 1949), the study's primary focus is on identifying the underlying mechanisms that shaped HRM in China.

Chinese Impacts

Differences in LE, DemLE, and DemFLE values between China and other countries could be attributed to sample error, variations in sampling procedures, and diagnostic Eastern and Western countries have different cultural and linguistic norms. Furthermore, other studies examined very different historical periods, resulting in significant variations in economic, cultural, and other characteristics. As people aged, their DemFLE to LE ratio decreased, despite the fact that both LE and DemFLE increased with age. Furthermore, women in all age groups had dementia for longer periods of time, as well as longer LE and DemFLE. Notably, the researchers in this study do not believe there is a significant difference in life expectancy without dementia between men and women aged 90 and older.

Cognitive difficulties.

Alzheimer's disease is characterized by a gradual deterioration of mental abilities and general personality, which may include the development of cognitive difficulties. In patients. People with

dementia gradually lose their former abilities, as well as other executive mental functions like planning, judgment, and abstract thinking. In addition, psychiatric illnesses such as agitation, delusions, and sadness are common in people suffering from dementia. A variety of diseases can cause dementia, which is a degenerative process that affects the brain and lowers quality of life. These diseases can cause dementia. People may become more forgetful as they age, but this change does not have the same impact on their daily activities as dementia.

Lifestyle Entrepreneurship

Entrepreneurship would have a significant relationship with the quality of life of its members if they had economic flexibility. Economic exits are the most important, followed by migration and social uplift. As a result, businesses with a benevolent attitude would encourage empowerment aimed at increasing people's ability to make strategic decisions in situations where they were previously unable to do so. This effort would give the weak more control over their life situations.

RESEARCH DESIGN AND METHODS

Methodology: The research methods used. The research goal and conceptual framework of any research program should guide the study design and analysis process. The transition from industry 4.0 to industry 5.0 will have far-reaching implications for work and tasks, humans and values, automation and cobots, and knowledge and skills. It is critical to quantify the nature of these changes. The recommended structure is designed to accomplish exactly that. As a result of this, the objectives of this chapter are:

1. Combine quantitative and qualitative methodologies to assess their benefits and drawbacks in research strategies.
2. Describe quantitative and qualitative research methods briefly.
3. Clearly explain and justify the study's quantitative and qualitative research approaches.

This study provides an empirical setting for analysing the theoretical relational path chosen from the literature and testing it using hypothesis. This is made possible through the use of the conceptual models presented. Quantifying the One of the conceptual framework's goals is to present facts. The research approaches and strategies used during this investigation were both quantitative and qualitative in nature. Despite this, qualitative data can be used for additional conceptual validation in any research method. To gain insight into the process of earning trust and commitment, qualitative data must first be collected and analyzed. The proposed study employs a quantitative and qualitative triangulation of data to determine the degree of significance in relation to qualitative and quantitative information concerning the dementia patient.

The study had a total of 13928 respondents, with fewer females than males. Of these, 7939 are men and 5989 are women. The valid percentage for males is 57%, while females are 43%. The majority of respondents are under the age of 25, while the minority are over the age of 45-60. 3900

respondents are under the age of 25, 3482 are between the ages of 25 and 35, and 3064 are between the ages of 45 and 60. Valid percentages for age groups are 28%, 25%, 25%, and 22%, respectively. In this study, the majority of the participants are single. 7939 respondents are single, while 5989 are married. The valid percentages of the marital are 57% and 43%. In the study, businessmen responded the most, while doctors responded the least. 2786 respondents are teachers, 1671 are designers, and 3204 are engineers, 1114 respondents are doctors, 3064 are business analysts, and 2089 are private employees. Valid percentages of respondents by occupation are 20% teacher, 12% designer, 23% engineer, 8% doctor, 22% business analyst, and 15% private employee. According to the study, the highest income group is less than \$15000, while the lowest income group is more than \$45000. 3900 respondents earn between 15000 and 25000 per month, 3621 earn between 15000 and 25000 per month, 3203 earn between 25000 and 35000 per month, 1811 earn between 35000 and 45000, and 1393 earn more than 45000 per month, with percentages of 28%, 26%, 23%, 13%, and 10%, respectively. In the study, the highest number of respondents from the group of work experience is 6-10 years, while the lowest is aged 11 to 15 years. 3482 respondents have 0 to 5 years of work experience, 4178 have 6 to 10 years of work experience, 3064 have 11 to 15 years of work experience, and 3204 have more than 15 years of work experience, with respective percentages of 25%, 30%, 22%, and 23%.

CONCLUSION

The proxy assessment used to evaluate patients with dementia contains a bias. Because many carers may report on different characteristics than patients, it is possible that patient self-assessment and patient-by-proxy evaluation perspectives are complementary rather than interchangeable. However, as this study demonstrates, this complicates efforts to address proxy bias. Proxy bias may have significant implications for clinical and policy decisions. Due to People with dementia eventually lose the ability to articulate their HRQoL reliably as the illness progresses. So, beyond that, the researcher must consider alternatives such as proxies or observing behaviour. However, physicians and policymakers should be made aware of the potential impact of bias on proxy HRQoL evaluations if the findings of this study apply to other scenarios. The researcher proposes that in future studies, both patients' and proxies' HRQoL be measured using the same tools so that data can be analyzed from various perspectives. If future research uncovers more comprehensive causal models of reported HRQoL values, proxy biases could be minimized. The EQ-5D has been used in several areas of dementia. research over the last ten years, from evaluating patients' quality of life across various types of dementia to calculating the costs of dementia care and an assessment of the burden on carers. The EQ-5D's performance in dementia research has been comparable to that of other general utility instruments. However, for people with cognitive disabilities, the EQ-5D descriptive method is shorter and easier to complete. In people with moderate dementia, the EQ-5D is therefore more reliable than other utility instruments. However, because of the test's low response rate and reliability, it is debatable whether the VAS should be used at all for dementia patients' self-assessment. Careful selection of suitable proxy

respondents is crucial because it can significantly change the findings, particularly in light of the issues with health ratings related to emotional engagement of family caregivers and professional detachment of institutional carers. Concerns about poor agreement between proxy and patient ratings are not unique to the EQ-5D, as they apply to many other generic and disease-specific instruments and may reflect actual differences in perspectives rather than an inherent psychometric weakness. Instead, they could reflect actual differences in viewpoints. When assessing the efficacy and cost-effectiveness of dementia therapies, both caregivers and patients should be taken into account. Utility indices based on DEMQOL and DEMQOL-PROXY are currently being developed for use in economic analyses. The EQ-5D is still useful for the time being, despite significant Validity issues in studies involving people with moderate to severe dementia. This is especially true when combined with validated dementia-specific quality-of-life measures. Managing human resources is critical in today's society. Human resource management, both soft and hard, has an impact on businesses and promotes rapid growth. A more motivated workforce that understands and adheres to the company's policies and the law may benefit both business productivity and revenue. However, trade unions help employees achieve early bargaining success, allowing them to negotiate better working conditions and higher pay. Employment law, on the other hand, is increasingly receiving attention these days because it is becoming more stringent and more protective of employees' rights throughout the globe. HRM will become an increasingly important component of any company's operations in the future.

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