The problem of effectively handling human resources is a problem that is often encountered by human resource management staff in nearly every form of healthcare organization. Due to the fact that effectively handling human resources requires that all human resource management personnel be highly adaptive in their methodology, as well as the fact that the human resource paradigm is ever-changing, the problem of effectively handling human resources is a very common occurrence to human resource management staff members at all levels. One of the most common problems that are commensurate with effectively handling human resources, is the problem of maximizing the efficiency of the amount of human resources that an organization has at its disposal, and maximizing efficiency takes a great deal of analysis and skill in making the determination as to where individuals should be placed within an organization order to maximize their talent, which will evidently benefit organizations to the highest degree possible. It is often very difficult for human resource management staff to conduct a thorough analysis of the individuals that are hired to work for an organization, so that the human resources personnel can effectively ascertain how these individuals can best be used to benefit the organization at large. In addition, it is very common for human resources management personnel to have a very difficult time in matching an individual's talents and experiences with the needs of a given department at that particular time, which often exacerbates the problem of being able to place individuals where they are needed, at the precise time that they are most needed. Due to the fact that timing is of essence in the handling of human resources, it is a very common problem for human resource management to have difficulty in precisely predetermining the best time frame in which to add additional staff to certain departments within the organization, etc., due to the various factors that are commensurate with effectively managing and handling human resources, the overall problem of handling human resources is a very common problem, and this problem varies in degree, based on the involvement of the different levels of human resource management personnel in the overall management process. In essence, the problem of effectively handling human resources is a daily problem that must be met by effective strategies that are implemented by the human resource management personnel within an organization, and even with the implementation of very effective strategies by which to handle human resources problems, new problems will continuously arise within an organization on a day-to-day basis.

The negative consequences of the impact of the problem of handling human resources are far-reaching indeed, due to the fact that the ineffective handling of human resources will have detrimental effects within many other areas of an organization as well. The problem of handling human resources is a very expensive problem for most organizations, due to the fact that highly trained and experienced staff members are often required, in order to carry out this activity effectively, and in a manner that would be the most beneficial to the organization. In addition, the processes and procedures by which an organization advertises in order to attract highly talented personnel for the organization, as well as the screening and interviewing procedures that are used in order to ascertain an individual's suitability for working with an organization, are very time-consuming and expensive undertakings, which serves to compose a large portion of the problem of handling human resources, which makes the extreme amount of financing that is required, one of the negative consequences of the problem of handling human resources. Another negative consequence of the problem of handling human resources, is the fact that the number of human resource personnel that an organization has, must be increased in proportion to the number of personnel that the organization has, due to the fact that more human resource management personnel will be needed to handle the additional human resource work load that is produced by an increased number of employees within an organization. This increase in the number of human resource personnel would add additional expenses to an organization's budget, which is usually viewed by most organizations as a negative consequence of handling human resources.

Nearly all of individuals within an organization are affected by the problem of handling human resources, due to the fact that human resources is a major factor in every department and every area within a given organization. Obviously the major individuals who are affected by the problem of handling human resources, are the human resources management personnel within an organization, largely due to the fact that these individuals are charged with directly handling any and every human resource issue that arises in a given organization. In addition, the administrative offices of an organization are also very much affected by the problem of handling human resources, due to the fact that these offices process the paperwork, and other necessities of properly recording and filing the information that is maintained on each and every personnel member within a given organization. Upper level management within an organization is also highly affected by the problem of handling human resources, due to the fact that these individuals must develop the overall game plan that will be followed in the allocation and the development of an organization's human resources, and these individuals must often adapt their strategic initiatives based on the ever-changing circumstances within that organization, in regards to human resources. The implications of the problem of handling human resources for the mission and vision of the healthcare organization where problem occurs, is that this human resource problem can hinder an organization's effectiveness, and the speed at which they accomplish their overall mission, and the human resource problem can also cause organizational leadership to have to change the vision or mission statement that they have for the organization, in an effort to adapt to the changing circumstances that has been caused by the human resource problem.