

The Chinese dementia patients' quality of life is improved through human resources and organizational strategies

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Abstract:

The goal of this study was to see if Parkinson's disease (PD) and depression are independent risk factors for dementia or if they interact to increase the risk. Methods. Between January 2001 and December 2008, patients with a recent Parkinson's disease diagnosis and control participants were selected from the Taiwan National Health Insurance Research Center's database. This cohort was divided into three groups: controls (with or without depression), people with Parkinson's disease alone, and those with Parkinson's disease and depression. The incidence rate of dementia and hazard ratio (HR) for each group were calculated using Cox's regression analysis. Results. Compared to controls without depression, the adjusted HR for dementia was 3.29 in the group with Parkinson's disease alone, 2.77 in the group with Parkinson's disease and depression, and 1.55 in the group with only depression. The incidence rate of dementia was 29.2 in the group with only Parkinson's disease, compared to 13.2 in the group with depression. In the group of people suffering from depression, the impact of PD on dementia resulted in an HR of 0.97. Alzheimer's disease was among the risks associated with Parkinson's disease. Depression, on the other hand, did not function as a risk factor for dementia in people with Parkinson's disease (PD), despite the fact that it did. The purpose The purpose of this study is to investigate the role of Human Resource Management (HRM) during a crisis, with a focus on the impact of teleworking and telecommuting as new working realities. The impact of technological advancement on the use of human resources.

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

INTRODUCTION

Human resource is a living, breathing, revenue-generating resource that is not derived from production resources. It is necessary to keep pace with technological advancements. It is important for employees to expand their skills in order to increase the overall efficiency of the company. Modern administration has taken on additional aspects as it has become more complicated. Subsystems including performance evaluation, training, organizational growth, potential development, job rotation and welfare and reward are all part of the human resource development process. Each of the numerous systems is always working to assist people learn new skills (**Ragini, 2015**). Adapting to its ageing population, which will include an increasing number of individuals suffering from dementia, will be a major issue for China, the world's most populous nation. In the short and medium term, determining the prevalence of dementia throughout the country and the



distribution of cases in various regions is critical for informing effective policy and care strategies. No study has yet considered the impact of methodological considerations on the outcomes of largescale Chinese data synthesis on dementia. Seven years ago, an international Lancet investigation (the Delphi research) indicated that the prevalence of dementia in those over 60 years old in China and the developing western Pacific was 4%. 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 once age and sex standardization to the demographic structure of Western Europe were created (**Tzu Wu, 2013**).

It has been suggested that every country create a national strategy to cope with this enormous public health concern by Alzheimer's Disease International (ADI). A prior research indicated that the general public's ability to recognize dementia-related behaviors increased with their amount of awareness about dementia. Symptom onset and healthcare supply might be delayed due to lack of awareness. Every country is encouraged to develop initiatives to improve public and professional awareness of dementia and to create a dementia-inclusive society as part of the WHO Global Action Plan on Dementia. The present 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 goes well beyond the bounds of simple competitive strategies. In business, strategies are mission statements. A well-thought-out strategy is a collection of goals and objectives that can be measured and accomplished, and it is produced with input from the institution's constituents. Each of these declarations of action is associated with a person or group of people who are responsible for and have authority to bring about the stated outcome by a certain date. They are the established ways of doing things, making choices, and implementing rules that help a group realize its objectives. Strategic human resource management is an approach to HR that helps businesses priorities employee satisfaction while also advancing their own objectives. Management of human resources encompasses all workplace concerns, from recruiting and firing to benefits and training. Incentives to work safely, training on new safety procedures, and paid time off for illness or vacation are all things that might be provided through human resources. Managing people strategically involves being proactive. It calls for forethought and preparation to ensure that both the corporation and its workers benefit from the arrangement. Impacting everything from recruiting procedures to training programmers to performance reviews and disciplinary actions, this may change the way an organization operates. Nowadays, the topic of Strategic Human Resource Management is widely discussed in Human Resources (HR) and management circles, and several high-priced books on the subject can be found on bookstore shelves. But what is Strategic Human Resource Management (SHRM) and how does it vary from



more conventional approaches to HRM? Strategic human resource management, sometimes known as SHRM, is a subfield of HRM. It's a relatively recent specialization that developed from HRM. Most of the early, or so-called conventional, HRM literature glossed over the concept of strategy in favor of treating it as a purely operational topic whose effects trickle down through the organization. Human resources, with its focus on people, and business, with its emphasis on numbers, occupied separate spheres, at least in the minds of many executives. Human resources professionals were uneasy with the company's "war cabinet" environment (**Wu**, **Y**, **2016**).

RESEARCH OBJECTIVES

The advancement of technology and the introduction of new ideas both play an essential part in the functioning of today's businesses. New issues have been presented to organizations as a result of the far-reaching consequences of the Industrial Revolution on product design, manufacturing processes, procedures, and services. These challenges have been brought about by digital transformation and rising connectivity. The primary purpose of this piece of study is to investigate the ways in which HRM and the QOL will have an impact on the manufacturing industry. The following is a list of the objectives that this research attempts to accomplish.

- i) To understand the role of care and multidisciplinary in assisting the person with dementia in China.
- ii) To evaluate the organizational strategies for the improvement of the quality of life for dementia patients in China.
- iii) To identify the policies of human resource management to develop the quality of life for dementia patients in China.
- iv) To evaluate the advancement of quality of life due to organizational strategies and human resource management in China.

SCOPE OF THE STUDY



Figure 1: Scope of the



https://www.managementguru.net/scope-and-characteristics-of-hrm/

The term "human resource management scope" is used to describe the whole range of HRM-related pursuits. The following describes these pursuits. Human resource planning, often known as HR planning, is a method used by businesses to determine how many open positions exist inside the organization, whether there is an abundance of available workers or a dearth of workers, and how to best accommodate either situation. The Human Resource Management subfield of "Job Analysis Design" is a significant one. The purpose of doing a job analysis is to provide an in-depth description of each position inside an organization.

LIMITATIONS OF THE STUDY

Every study has limitations. The study will include only **13928** participants which is a small sample size. Again, the study will survey workers who have been exposed for a period longer or less than three years depending on their job duties. This survey will be conducted by a questionnaire method, hence if a survey participant is contacted by phone rather than online, their answers may change.

LITERATURE REVIEW

Quality of Life for Dementia Patients

The frequency and incidence of dementia are on the rise along with the number of people living over the age of 85. Since Alzheimer's disease and other forms of dementia currently have no treatment, it is crucial that they develop methods to improve the lives of those who suffer from it. Activities in many dementia care facilities strive to improve quality of life by encouraging not just



mental and physical exercise but also meaningful connections with others. Despite the widespread belief that engaging in such pursuits is good, little is known about which activities are most likely to be appreciated by clients or how they could affect their quality of life. The good mood and social contacts that are fostered via these types of activities may help to enhance the quality of life for people with dementia. The investigator will investigate into how dementia patients rate their quality of life. The researcher address how various hobbies and social contacts have been shown to influence quality of life for people with dementia, as discussed by Reacher, who will detail how it has been assessed in previous research. According to the (Alzheimer's Association, 2015)

DEMENTIA PATIENT CARE

This study was conducted to better understand how activities may impact quality of life on dementia care units. Based on the Quality of Life for Persons with Dementia definition provided by Brod, Stewart, Sands, and Walton, researchers observed dementia care units, and looked into how different activity types impacted emotional affect in the person with dementia, and how they elicited different levels of positive staff interaction. Results indicated that there were significantly higher levels of positive affect from participants on certain activity types, compared to no activity.

ORGANIGATIONAL PERFORMANCE

In light of the results and suggestions made by Combs et al. (2006), this research, like other recent ones, takes a systems view of HPWS rather than looking at HR practises in a vacuum. Since there is no major slippage between performance dimensions in HPWS(High-Performance Work Systems), I decided to utilise a subjective market performance metric that incorporates sales, profitability, and marketing as my organization's performance measure. Therefore, researchers have a wide range of viable alternatives to choose from when measuring organisational performance (45 in total) without compromising the potential impact sizes they will see. Finally, in the context of my research on HPWS at bank branches, I used HPWS for service quality produced by Liao et al. This is because the "best" set of HPWS in any particular business may vary depending on the nature of the job being done there.

HRM

The first paper that they should mention here (**Chen et al., 2016**) analysed the development of HRM throughout the course of five distinct historical eras, beginning before 1840 and continuing up to the current day. The authors presented an examination of Chinese HRM, during which they traced different phases of the development of HRM from before the year 1840 up to the current day. The authors reach their conclusion by drawing on the resource-based approach and the path dependency theory. They believe that the disparities in Chinese HRM institutions may be explained by path dependent choices that reflect institutional settings. Although the authors



emphasised the factors that have shaped Chinese HRM, such as the development of production, culture and traditions, the regulatory environment for the labour market, and foreign influences (such as global competition and Taylor's Scientific Management ideas during the period of 1918–1949), the primary focus of the study is on identifying the underlying mechanisms that have shaped HRM in China.

CHINESE IMPACTS

Possible explanations for the discrepancies between China and other countries in LE, DemLE, and DemFLE values include sample error, variations in sampling procedures and diagnostic criteria, and cultural and linguistic disparities between Eastern and Western countries. Furthermore, other research looked at quite different historical periods, leading to substantial variations in economic, cultural, and other characteristics. The ratio of DemFLE to LE reduced over time as people became older, despite the fact that both LE and DemFLE grew with age. Additionally, in all age groups, women suffered dementia for longer time periods and had longer LE and DemFLE. Notably, the researchers in this study do not currently feel that there is a substantial difference in life expectancy without dementia between men and women aged 90 and above.

COGNITIVE DIFFICULTIES

Alzheimer's disease is characterised by a slow deterioration of mental skills and general personality, which may include the development of cognitive difficulties in patients. People who have dementia progressively lose their former abilities, in addition to other executive mental functions, such as planning, judgement, and abstract thinking. Additionally, psychiatric illnesses such as agitation, delusions, and sadness are quite frequent in people who have dementia. A variety of diseases may bring on dementia, which is a degenerative process that occurs in the brain and lowers the quality of life. These diseases can bring on dementia. People may grow more forgetful as a natural part of the ageing process; however, this change does not impact their activities of daily life in the same way as dementia does.

LIFESTYLE ENTREPRENEURSHIP

Entrepreneurship would have a substantial association with the quality of life of its members if they had flexibility in economic exits, in migration, and in social uplift, with economic exits being the most important. Therefore, the benevolent attitude of businesses would encourage empowerment that dealt with the extension of people's capacity to make strategic decisions in situations where they were previously unable to do so. This effort would allow the weak to take more influence over their life situations.

RESEARCH DESIGN AND METHODOLOGY



Methodological attempt:

The research methodologies that were used. The research goal and conceptual framework of any research programme should serve as the guiding principles for the study design and analysis process. The shift from industry 4.0 to industry 5.0 will have a significant impact on work and tasks, humans and values, automation and cobots, as well as knowledge and skills. It is necessary to quantify the nature of these changes. The structure that has been recommended is intended to achieve just that. As a direct consequence of this, the goals of this chapter are to:

- 1. Quantitative and qualitive methodologies should be used in conjunction to evaluate the relative merits and drawbacks of each other in a research strategy.
- 2. Describe the quantitative and qualitive research method in a brief manner.
- 3. This study's quantitative and qualitive research approach should be explained and justified.

This research gives an empirical setting in order to analyse the theoretical relational path selected from the literature, and to test this by hypothesis. This is made possible with the assistance of the conceptual models that have been presented. Quantifying the facts is one of the goals of the conceptual framework. The research approaches and strategies that were used in the course of this investigation were quantitative and qualitive in character. In spite of this, qualitative data could be useful for extra conceptual validation in any research method. In order to qualitive acquire insight into confirming the process of earning trust and commitment, qualitative data must first be collected and analysed. The suggested study makes use of a quantitative and qualitative triangulation of data in order to identify the degree of significance in relation to qualitative and quantitative information that investigates the dementia patient.

DISCUSSION

the study, they found that the total respondent of the research is 13928 and female respondents are less than male respondents. Out of this 7939 people are male and 5989 people are female. Valid percentage of male is 57% and female is 43%. Highest respondents are from below 25 years and the lowest number of respondents are from above 45-60 years. 3900 respondents are from below 25 age group, 3482 respondents are from 25-35 age group, 3482 respondents are from 35-45 age group and 3064 respondents are from 45-60 age group. Valid percentage of age groups are 28%,25%,25% and 22% respectively. In this study most of the people are single. 7939 respondents are single and 5989 respondents are married. Valid percentage of the marital are 57% and 43%. In the study businessmen are highest respondents and Doctor are lowest. 2786 respondents are Teacher, 1671 respondents are Designer, 3204 respondents are Engineer, 1114 respondents are Doctor, 3064 Business Analyst and 2089 respondents are Pvt Employee. Valid percentages of respondents are 50% Teacher, 12% Designer, 23% Engineer, 8%



Doctor, 22% Business Analyst and 15% Pvt Employee. According to the study, the highest income group is found less than 15000 and the lowest income group was found to be greater than 45000. 3900 respondent's income per month is between 15000, 3621 respondent's income per month 15000-25000, 3203 respondent's income per month 25000-35000, 1811 respondent's income is 35000-45000,1393 respondent's income is above 45000 and the percentages are 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 and the lowest is 11-15 years. 3482 respondents have 0 to 5 years work experience, 4178 respondents have 6 to 10 years work experience, 3064 respondents have 11 to 15 years work experience, 3204 respondents have above 15 years work experience and the percentages are 25%, 30%, 22% and 23% respectively.

CONCLUSION

There is a bias in the proxy assessment that is used to evaluate patients with dementia. Due to the fact that many carers may report on different features than patients, it is possible that patient selfassessment and patient-by-proxy evaluation viewpoints are complimentary rather than considered interchangeable. However, as this research shows, this complicates efforts to address the existence of proxy bias. There may be substantial repercussions for clinical and policy choices made due to proxy bias. Due to the deteriorating nature of the illness, people with dementia eventually lose the ability to articulate their HRQoL in a reliable manner. So beyond that point, the researcher need to look at alternatives like 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 research are applicable to other scenarios. The researcher suggest that in future research both patients and proxies' HRQoL be measured using the same tools so that data may be analysed from different angles. Proxy biases may be reduced to a minimum if future research were to uncover more comprehensive causal models of reported HRQoL values The EQ-5D has been used in several fields of dementia research over the last ten years, from evaluating patients' quality of life across various kinds of dementia to calculating the Costs of dementia care and an assessment of the load on carers The EQ-5D's performance in dementia research has been shown to be on par with that of other general utility instruments. However, for those with cognitive disability, the EQ-5D descriptive method is shorter and simpler to complete. In individuals with moderate dementia, the EQ-5D is thus more trustworthy than other utility instruments. However, it is debatable whether the VAS should be used at all for the self-assessment of dementia patients due to the poor response rate and reliability of the test. Careful selection of suitable proxy respondents is crucial since it may considerably alter the findings, especially in light of the issues with health ratings related to the emotional engagement of family carers and the professional detachment of institutional carers. Because they apply to many other generic and disease-specific instruments and may reflect actual differences in views rather than an inherent psychometric weakness, worries



about the poor agreement between proxy and patient ratings are not specific to the EQ-5D. Instead, they may reflect actual differences in views. The advantages for carers as well as dementia patients should be considered when evaluating the efficacy and cost-effectiveness of dementia therapies. Currently being worked on is the creation of utility indices from the DEMQOL and DEMQOL-PROXY for use in economic analyses. The EQ-5D is nevertheless helpful for the time being, despite significant validity issues in studies of persons with moderate to severe dementia. This is especially true when used in combination with reliable dementia-specific quality-of-life measures. Managing human resources is crucial in modern society. Human resource management, both soft and hard, has an impact on businesses and facilitates their quick growth. Business productivity and revenues may both benefit from a more motivated workforce that takes note of and complies with the company's policies and the law. However, trade unions aid employees in achieving early success in bargaining, which in turn allows them to negotiate for improved working conditions and higher pay. Employment law, on the other hand, is increasingly receiving attention these days since it is becoming more stringent and more protective of employees' rights across the globe. HRM will be an integral part of any company's operations going forward.

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