

# Innovative Management Strategies for Addressing Pediatric Medical Staff Shortages in Underdeveloped Cities in Developing Countries

**Yingying Yu, Jinrui Zhang, Shuying Luo\***

Scientific Research Office, Henan Children's Hospital Zhengzhou Children's Hospital, Zhengzhou, China

## **Email address:**

yingyingyu23@163.com (Yingying Yu), shyluo@163.com (Shuying Luo)

\*Corresponding author

## **Abstract:**

*Background* Pediatric professional scarcity and uneven distribution is acute in underdeveloped regions, exacerbated by COVID-19's workload surge and burnout, highlighting the need for strengthened prevention and response measures. *Aim* Propose an effective talent management model to address the challenge of pediatric medical personnel shortage and lack of management experience in Underdeveloped cities of developing countries. *Methods* The hospital, located in Henan province, central China, has implemented a crisis management program. As part of this endeavor, it has devised a sophisticated talent development framework, with the objective of ensuring that the hospital sustains a steadfast workforce equipped with exceptional expertise. *Results* The implementation of a robust talent management system emerges as a pivotal factor in mitigating the shortage of pediatric talent. By leveraging the national Children's Regional Medical Center platform, fostering international collaborations and knowledge sharing, and strategically capitalizing on diverse regional support policies, this framework enables effective scientific management of pediatric talent across three core dimensions: first, leveraging top-tier resources to empower talents; second, promoting talent development initiatives; and third, driving the establishment of a comprehensive child health service system. *Conclusions* Efficient talent management methods have a significant positive impact on addressing the pediatric talent crisis, enabling departments and institutions to effectively manage medical talent through scientific strategies, ultimately contributing to the alleviation of medical resource deficiencies.

## **Keywords**

Hospitals, COVID-19, Talent Management, Attract Talent, Retain Talent