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Kelly M. Willenberg (kelly@kellywillenberg.com, <https://www.linkedin.com/in/kelly-willenberg-04418a6/>) is President and CEO of Kelly Willenberg LLC, Greenville, SC.

Find the right candidate with human capital research

by Kelly M. Willenberg, DBA, RN, CCRP, CHRC, CHC

Human capital is defined as “the economic value of a worker’s experience and skills.”^[1] Human capital is now a priority in research, with the growing exodus of experienced employees. The pandemic resulted in furloughs, decreased hours, or a reduction in the workforce. Now, the need for employees is unprecedented. The value of a compliance team member has become more noticeable.

A recent survey done on remote work by the National Council of University Research Administrators showed that 57.7% of respondents would consider changing jobs or places of employment for another that offered more flexibility than their current situation. Another 20.8% were unsure.^[2] Is remote work a necessity in hiring or maintaining good employees? The survey also showed that telework has or will impact the organization in general, as well as employee satisfaction and well-being. One colleague told me last week that a position in her facility had been vacant for nearly nine months, and they are struggling to fill it. What has changed?

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