Human Resource Management

Course:

Tutor:

Institution:

Date

Human resource management. Case study Puerto Rico Hurricane.

The hurricane disaster was a major landfall to the island and its people. This required support from the US government because the patients required transplant and urgent immunosuppressive medication which they got help from the American Society of Transplant Surgeons. Communication systems were also damaged which became a challenge in keeping their patients informed and accessing supplies. The support of the various organizations and the united states health care team led to success in the various transplant of various organs to their patients, rescuing of victims due to rising waters in the island and even destruction of the power supply to the hospital. After the disaster patients lacked a clear access to the hospital and emergency units came in to help.

Maria was a downfall on Puerto Rico Island and its people. It occurred on September 4, 2017. The patients were approximately 2500 who required organ transplant which necessitated help from the US territory. It was a devastating disaster because it led to the destruction of communication systems, flooding and destruction of infrastructure which made access to the hospital is a challenge. The hurricane winds occurred at a speed of 250km/hour killing about 55 people. According to Jose Sanchez 2018, the amount of destruction on the island is unprecedented. The destruction of the power supply has left most people in dark for about six months ago. The power supply company on the island was bankrupt before the hurricane and cannot be able to restore the power lines. The island government has plans to sell the company to a private firm, Governor's report.

The disaster called for various help from all over the US government and the emergency teams. They required medications, transplant, power restoration and rescue teams. the American Society of Transplant Surgeons participated in the donation of drugs and performing the transplants to the affected patients. Various humanitarian efforts included industry support from partners such as Total Care, RX, Encompass RX, Novartis, Genentech and Astellas joined hands to help the patients at risk. Donations of drugs and other medications were also channeled through the pharmacy department. Also, the transplant coordinators, doctors, physicians, and pharmacists collaborated together to offer the medication.

Immediately after the disaster, solar energy could be a viable option for power supply for the island. Some believed that renewable energy could light up the whole island. The government could also consider the option of selling the power supply company to a private sector to help them pay the debts they had. By so doing, this company would be able to effectively install them back. According to the Energy Information Administration, Puerto Rico’s retail electric prices are very high with the island producing a total electric capacity of 6000 megawatts. It is therefore very reasonable to consider installation of nuclear power plants for the island.  Nuclear energy could provide a reliable and stormproof electric power source to the island. When it’s hit again, it can get back to its recovery immediately possibly preventing many illnesses and deaths that might occur with no power and no communications. The government could also seek humanitarian support from organizations such as the world bank, National and Global Charities, International relief teams.

The adoption of these various options may be faced by several advantages and disadvantages. Some of these advantages include;

* The solar panels are cheap to install and maintain. It is a renewable source of energy, therefore, it is cheap and affordable for all people. It can be installed in different areas reducing the cost of constructing power lines.
* Adoption of nuclear energy will reduce the cost of fuel and petroleum used in the production of electricity. It produces more megawatts and a lower total electric capacity. This ensures that the island has a stable, reliable and storm proof electric power source throughout.
* These humanitarian support groups continuously provide shelter, food and health services to those affected.

However, these viable options also have their disadvantages which include;

* The solar panels may not be able to produce a lot of energy that could be used in industries for production and manufacturing. This will, therefore, affect the industrial growth of the island which in return affects their economic development.
* Nuclear energy is very hard and expensive to install and the government may not have the funds to consider the option especially after been hit by the hurricane.

The island government needs to implement measures to avoid the risk of such hurricanes in the future. Recommendations to this could be;

* Increasing the access to military support and the humanitarian aid in future.
* Developing systems to detect hurricane occurrence
* Funding the child care and head start programs
* Rebuilding healthcare facilities and other anchor institutions
* Install nuclear energy to help in reduce communication and energy problems in the future.

In conclusion, the Puerto Rico hurricane was among the devastating disaster to the virgin island which killed over 55 people and thousands of people being homeless. Such incidents require support from humanitarian organizations and government to support these people get relief foods, shelter, healthcare and also solve trauma. The government has to adopt the recommendation measures and develop strategies to detect such disasters because it is at risk of future hurricanes. The adoption of measures like the nuclear energy installation and hardened infrastructure will help commence recovery quickly and reducing many illness and deaths that may occur with no power and communication.

**References.**

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