



How Children's Mercy Hospital delivers exceptional care with MarketPayJobs powered by JDXpert

With more than 7,000 employees, Children's Mercy Hospital provides compassionate, comprehensive care for children in the Kansas City region and beyond. To provide the highest quality health care possible, it is imperative to recruit and manage healthcare providers and staff who are exceptional in their fields. The hospital's Human Resources team realized they needed a system to maintain and manage their numerous job descriptions with an ability to update, standardize and share them across multiple teams.

Prior to discovering MarketPay Jobs Powered by JDXpert, Children's Mercy had been using Word documents stored on a shared drive to manage their job descriptions. Only the Compensation team had permission to edit and save these job descriptions, making it difficult to gather input from managers and subject matter experts. In addition, their previous method denied them the ability to create a standardized revision workflow process and manager approval process and made editing and database management cumbersome. This inefficient process could no longer meet their job description needs as a top-ranking health care facility.

The need for a robust system that helped them produce and maintain standardized, updated job descriptions was a key factor in the team's search for an automated job description system. MarketPay Jobs was the only system of its kind that offered such an extensive set of functionalities. Children's Mercy was especially fond of such features as: the content library, user-defined workflow process, template configuration capabilities, and parent/child job relationship. MarketPay Jobs was invaluable in its ability to permit managers to edit job descriptions while allowing HR to manage the process. After training "super users" on the capabilities of the system, users found MarketPay Jobs as an easy and straightforward way of managing the job description review and maintenance process.

Going forward, the HR team is hoping to implement the employee acknowledgement feature for employees to sign-off on their job descriptions at the time of their annual reviews. They will also review potential changes to their job descriptions as their health care organization continues to evolve and look forward to the new features that MarketPay Jobs offers to enhance their growth.