ROUTLEDGE REVIVALS

Organisation Development in Health Care

Strategic Issues in Health Care Management

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Organisation Development In Health Care

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Jooste

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Organization Development in Healthcare Jason A. Wolf, Mark J. Moir, Heather Hanson, Leonard H. Friedman, Grant T. Savage, 2011-07-12 This collection of critical ideas relating organization science to operations and accomplishments in the health care environment provides a thematic guide for leaders practitioners academics and administrators It pulls in a broad cross section of perspectives on the important linkage of scholarship and practice with a solid global perspective

Organisation Development in Health Care Huw T.O. Davies, Mo Malek, 2017-10-05 This title was first published in 2002 Health systems across the globe face similar problems controlling costs while maintaining or improving health care quality and access Notwithstanding the unprecedented health system reforms of the past decades many outstanding problems remain in these areas Drawing on experts from Europe and America this eclectic collection of leading edge research examines the impact of organizational development on improving quality and efficiency in health care A series of chapters provide accounts of organizational reconfiguration in the UK and elsewhere The contributors examine how structural and procedural changes must be matched by the development of human resource services if increases in efficiency and effectiveness are to be achieved The book will be of interest to health care academics policy makers managers and practitioners who are interested in keeping abreast of the latest developments in health care research Development in Healthcare Edward Peck, 2005 This text provides managers and clinicians in healthcare with introductory information on organisational development It contains theories and techniques about organisational change to improve Organization Development in Healthcare Jason Wolf, Heather Hanson, Mark healthcare and shows how to apply them Moir, 2011-02-01 In a world saturated with the how tos of OD there is a void of evidence based resources for both organizational leaders and OD scholar practitioners to use as a guide while navigating the complex and chaotic environment of healthcare This handbook has been created to fill this space and provide a resource for this vital audience at a time of great change and greater potential in the healthcare arena The handbook will focus on the critical nature of OD in healthcare and how it applies in this unique environment examining its broad use from hospitals to corporate offices and from small systems to multinational corporations. The book will provide research based practical processes and methods while sharing compelling cases of how the compassion and care associated with healthcare is wound tightly with the OD work it encompasses The handbook will also offer a comprehensive look at the role OD plays in the critical issues and significant changes facing healthcare today The handbook overall is a small part history and a small part predictions surrounding very practical and applicable uses of OD In healthcare Through the sharing of engagement processes revealing outcomes and connecting each concept to a living case of how OD has impacted the healthcare field this handbook provides a unique resource for OD and HR professionals healthcare executives MHA students and the academic community Organisation Development in Healthcare John Edmonstone, 2021-11-28 Organisational development OD as a practice involves an ongoing

systematic process of implementing effective organisational change OD is both a field of applied science focused on understanding and managing organisational change and a field of scientific study and inquiry It is interdisciplinary in nature and draws on sociology psychology particularly industrial and organisational psychology and theories of motivation learning and personality Organisation Development in Healthcare A Critical Appraisal for Practitioners provides both an overview of the evolution of OD in healthcare as a field of practice and as a challenge to its future development It examines the underlying assumptions behind OD and tracks its historical growth in healthcare with special attention devoted to the UK s National Health Service The unusual nature of healthcare organisations delivering human services through the work of professionals who are subject to emotional labor and are addressing society s wicked problems provides a unique context A range of challenges for healthcare OD are identified including questions of conformists or deviant innovation organisations as machines or systems hierarchy versus democracy the importance of power and emotion and possible future ways forward for healthcare OD are suggested Examples and short case studies from both the UK and the US to illustrate the benefits of OD Organisational Development in Healthcare Edward Peck, 2017-11-22 Organisational Development in are included Healthcare introduces the practical ways in which change in health services can be promoted It includes descriptions of all of the most important approaches to change currently being used in the NHS discussion of when they work best and details of the evidence of their impact Organizational Development in Health Care Organizations Newton Margulies, John D. Adams, 1982 Organization Development in Health Care Jason A. Wolf, Heather Hanson, Mark J. Moir, 2011 A volume in Contemporary Trends in Organization Development and Change Series Editors Therese F Yaeger Benedictine University and Peter F Sorensen Ir Benedictine University In a world saturated with the how tos of OD there is a void of evidence based resources for both organizational leaders and OD scholar practitioners to use as a guide while navigating the complex and chaotic environment of healthcare This handbook has been created to fill this space and provide a resource for this vital audience at a time of great change and greater potential in the healthcare arena The handbook will focus on the critical nature of OD in healthcare and how it applies in this unique environment examining its broad use from hospitals to corporate offices and from small systems to multinational corporations. The book will provide research based practical processes and methods while sharing compelling cases of how the compassion and care associated with healthcare is wound tightly with the OD work it encompasses The handbook will also offer a comprehensive look at the role OD plays in the critical issues and significant changes facing healthcare today The handbook overall is a small part history and a small part predictions surrounding very practical and applicable uses of OD In healthcare Through the sharing of engagement processes revealing outcomes and connecting each concept to a living case of how OD has impacted the healthcare field this handbook provides a unique resource for OD and HR professionals healthcare executives MHA students and the academic community

Organization Development in Health Care R. Wayne Boss,1989 <u>Effective People</u> Stephen Prosser,2010 This book

includes the best in leadership and organisation development management practice and academic theory It examines why so many healthcare organizations are ineffective and sets out attitudes and disciplines for effective people and organisations

Health Care Service Management Marie Eloïse Muller, Marie Muller, Marthie Bezuidenhout, Karien Jooste, 2006 This comprehensive management manual brings together a holistic philosophy of health care an overview of good business practices and guidelines for compliance to national and international hospital accreditation standards Chapters cover conceptual frameworks for health service delivery strategic planning good governance financial management human resource management and continuous quality improvement The philosophy of Ubuntu the African notion that everyone in a community is responsible for the welfare of its members is also discussed as a necessary consideration in all heath care Organisational Development in Healthcare Edward (ed) Peck, **Patient Safety and Health Care** decisions **Management** Grant T. Savage, Eric W. Ford, 2008-07-25 Contains four sections that include theoretical perspectives on managing patient safety top management perspectives on patient safety health information technology perspectives on patient safety and organizational behavior and change perspectives on patient safety **Challenging Perspectives on** Organizational Change in Health Care Louise Fitzgerald, Aoife McDermott, 2017-04-21 This volume provides theory and research on organizational change and predominantly features the application of these ideas to the health care domain broadly defined It addresses enduring issues in advancing to an effective health care system The aim of this book is to offer an accessible and readable text aimed at provoking thought and questioning and aiding creativity. It proffers arguments and ideas which are firmly based in empirical data and evidence so that the reader may make informed personal evaluations This book is designed to furnish a comprehensive theoretical basis for understanding organizational change in health care as well as selected core issues of contemporary and future importance to the provision of effective care within sustainable systems A series of coherent themes are addressed throughout the book from differing perspectives However every chapter has been written to standalone and be read independently Each offers resources relevant to its focal topic in the form of references case studies and critique Setting out a future research agenda the book will be vital reading for organizational change researchers and practitioners in the healthcare industry Organizational Behavior in Health Care Nancy Borkowski, 2011 Organizational Behavior in Health Care was written to assist those who are on the frontline of the industry everyday healthcare managers who must motivate and lead very diverse populations in a constantly changing environment Designed for graduate level study this book introduces the reader to the behavioral science literature relevant to the study of individual and group behavior specifically in healthcare organizational settings Using an applied focus it provides a clear and concise overview of the essential topics in organizational behavior from the healthcare manager's perspective Organizational Behavior in Health Care examines the many aspects of organizational behavior such as individuals perceptions and attitudes diversity communication motivation leadership power stress conflict management negotiation models group dynamics team

building and managing organizational change Each chapter contains learning objectives summaries case studies or other types of activities such as self assessment exercises or evaluation **Organisational Capacity Building in Health Systems** Niyi Awofeso, 2013 Capacity building which focuses on understanding the obstacles that prevent organisations from realising their goals while promoting those features that help them to achieve measurable and sustainable results is vital to improve the delivery of health care in both developed and developing countries Organisations are important structural building blocks of health systems because they provide platforms for delivery of curative and preventive health services and facilitate health workforce financing and functions Organisational capacity building involves more than training and equipment and this book discusses management capacity to restructure systems structures and roles strategically to optimise organisational performance in healthcare Examining the topic in a practical and comprehensive way Organisational Capacity Building in Health Systems is divided into five parts looking at What health organisations are and do Management and leadership in health organisations How to build capacity in health systems Building capacity in a range of health system contexts Dealing with challenges in building capacity and evaluating work Looking at how to effectively design implement and evaluate organisational capacity building initiatives this book is ideal for public health health promotion and health management researchers students and practitioners **Analysing Health Care Organizations** Ewan Ferlie, 2016-03-02 Analysing Health Care Organizations seeks to link the world of health policy and management with the academic field of organization studies in a novel and additive way It outlines the main developments in UK health care management apparent over the last thirty years and explores how they might be re seen with the application of some important organizational theories and perspectives This book draws out contemporary and enduring themes from current literature on health care organization and considers them from a range of theoretical perspectives Drawing on robust areas of research and some key academics who contribute to work in this field it is a book relevant both to experts in the field and to those seeking to develop an understanding of health care organization from a theoretical perspective Analysing Health Care Organizations provides a state of the art introduction foundation for subsequent works that will extend its content providing a broad introductory overview of this theoretical terrain and setting the scene for further research Human Resources Management for Health Care Organizations Joan E. Pynes, Donald N. Lombardi, 2012-01-24 This book is a comprehensive quide to the essential areas of health care human resources management and is an immediately useful practical handbook for practitioners as well as a textbook for use health care management programs Written by the authors of Handbook for the New Health Care Manager and Human Resources Management for Public and Nonprofit Organizations the book covers the context of human resources management in the unique health care business arena from a strategic perspective includes SHRM and human resources planning organizational culture and assessment and the legal environment of human resources management Managing volunteers and job analysis performance appraisal instruments training and development programs

and recruitment targeted selection and hiring techniques are covered Compensation policies and practices employer provided benefits management implementation of training and organizational development programs as well as labor management relations for health care organizations and healthcare human resource information technology are covered with practical examples and proven strategies amply provided in each chapter **Handbook of Organization Development** Thomas G. Cummings, 2008 The contributors reflect the field of organizational development s rapid growth and success since its inception 50 years ago into a far more complex study than it was just a few decades ago They show how organizational development has expanded from dealing with internal problems to the need to address more strategic issues Resource Management in Health Care Charles R. McConnell, 2019-10-10 Written for practitioners and students in health related disciplines this practical hands on quide to human resources covers such topics as recruitment compensation and benefits training termination legal issues labor unions and more Each chapter is introduced by a case study related to the material that follows The case study is resolved by the end of each chapter and includes expert commentary and practical suggestions that can be used in the real world Chapters also feature learning objectives questions for review and discussion key terms and spotlight on customer service Numerous examples sample forms and documents are also included The Third Edition includes new employment related legislation and case law including the Health Insurance Portability and Accountability Act HIPAA a new chapter on the impact and effect of social media more in depth and updated treatment of privacy and sexual harassment expanded discussion of succession planning and much more

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