

# Seminar issues in hospital

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Seminar Issues in Hospital Seminar Issues in Hospital There are fundamental issues in attracting and keeping a workforce motivated to provide excellent care. Firstly, it is essential to provide a favorable working environment for the workforce. The relationship that employees have with managers and supervisors shape a working environment. Secondly, it is essential to recognize and reward exemplary employees. Without rewards and incentives, hardworking employees naturally lose motivation. Thirdly, it is beneficial to involve the workforce in decision-making processes. This makes them feel like a team and part of the success of an organization (Griffin, 2015).

A human resource unit must develop the skills and potential of an organization. Recent research indicates that career development and a challenging work environment is a priority for most employees (Griffin, 2015). They must create individual development plans for every position in the organization. In addition, this development needs evaluation and measurement to identify the satisfaction level of its workforce.

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The organization can use some devices to reduce the workforce. Succession planning is essential to ensure that the remaining employees can comfortably handle the remaining work. A voluntary exit incentive program is a useful device to ensure a smooth transition of laid-off employees out of the organization (Hopeman, 2003). Two years is a long enough period to ensure that the program is successful in an organization. Another device is the use of a forced ranking system, in which the abilities of the workforce are ranked according to their skills, and other factors such as length of stay in the organization, and performance (Hopeman, 2003). The human resource

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department is the most suited unit to implement the two devices in a fair manner. A voluntary exit incentive program is cheaper than a forced ranking system. A forced ranking system is a complex process that involves observation, collection, and analysis of results.

#### References

Griffin, R. (2015). *Fundamentals of Management*. New York: Cengage Learning.

Hopeman, J. (2003). *Reducing Legal Risks When Reducing Your Workforce*. Association Management.

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