

Human managment



Assignment: Human Resource Management Roles Paper Catherine

Fullerton Date: June 6, 2012 Instructor: Joanne Kronstedt In today's world health care needs managers with understanding and management skills, which are needed in the health care environment. Activities included are skills with involvement required for planning, organizing, leading, and control of an organization. Managers possibly could be required to respond and adapt to changes within an organization for the need of the patient population it serves.

Managers are accountable in decision making, productivity, cost, safety, and confidentiality. A manager's role may vary from different organizations, but an effective manager will be accountable while creating a quality work environment. Managers in a health care organization must manage effectively while using the management process.

Management process consist of accountability for themselves and others, using the principles of effective time management, support the department of intellectual capital, and other essentials to be a successful manager. To achieve this, managers should understand the environment in which he or she is working. Not only should the manager understand the environment in which he or she is working one should be involved in changes, which consist of employees and stakeholders directly or indirectly in the success of the organization. Newer technologies and services are more on demand with patient care in today's health care. Therefore, health care managers must constantly determine how their departments can satisfy these new consumer expectations. Seeking out opportunities for the department would help managers to provide new and better services for patients. Important

roles of management include mobilizing people and subunits who share responsibility with individuals they report to.

This helps accomplish high performance and goals at the same time processing organization, planning, and controlling. Some Important roles of a manager include mobilizing people and using resources to accomplish the work of organizations and their subunits, which share the responsibility with people they report to and with those people who report to them. This helps accomplish high-performance results as well as accomplish their goals through the processes of organizing, planning, and controlling uses of resources. Accountability, diversity, and quality of life are just a few concerns for today's health care managers. Managers must create the work environments in which individuals and groups contribute to organizational productivity.

Productivity is the quality of work life in the workplace and could be a measure of high-performance results. When a manager values and understands diversity, the results will show concerning differences in age, race, ethnicity, social orientation, and religious affiliation. This helps everyone work to his or her fullest potential when a manager values diversity.

Opportunities and challenges can be the basis for careers in health care management. Managers are needed in today's health care facilities who can manage his or her organization by achieving his or her goals for the organization.

Swift decisions, problem solving, communicating ideas, and organizing are expected of new managers. Managers should be well educated and continue

education throughout his or her career. Continual learning in times of change leads to a successful management. Reference Casenza, Stephanie. (1997).

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