

Traditional versus cutting-edge hospital environments case study example

[Environment](#), [Environmental Study](#)



. HOW WOULD THE ORGANIZATIONAL CULTURE OF EACH HOSPITAL AFFECT A NEW GRADUATE ?

Each organizational culture has its own expectations for the roles the new graduates would be required to play. A cutting-edge hospital may be more difficult to adapt to, for it may require that the novice learn new adaptation skills in addition to the traditional skills necessary for a smooth transition from the school into the hospital setting.

2. WHICH ORGANIZATIONAL CULTURE DO YOU THINK WOULD BE BEST FOR A NEW GRADUATE , CENTRALS OR CITYS ?

The answer lies in the new graduate's ability to fit in at her new environment. The personality and expectations of the new graduate will impact how well and how quickly the new nurse can adapt and learn to function in the work environment. The new graduate needs to make a quick assessment of the structure of the work environment to begin to internalize the hospital culture. A cutting-edge hospital setting might require the novice nurse to learn to fit in faster than a traditional hospital with well-established guidelines for the assimilation of new graduates. A new graduate who thrives on challenge might enjoy working at Central, while one who likes structure might prefer City.

3. WOULD YOUR ANSWER DIFFER IF TAYA WERE AN EXPERIENCED NURSE ?

If Tanya were an experienced nurse she would already “ know the ropes,” and have a clearer view of the situation. She might wish to change her work environment for one different from the one she is used to. Depending on her current job, she might opt for Central or City. But, is she is serious about

becoming a pediatric nurse practitioner, perhaps Central with its cutting edge technology would serve her better.

4. WHAT DO YOU NEED TO KNOW ABOUT TANYA WERE AN EXPERIENCED WHICH HOSPITAL WOULD BE BEST FOR HER?

One needs to know how well Tanya is able to work under pressure, and whether she is quick to adapt to new situations. It would also be good to know the type of learner Tanya is; that is, whether she is a self-guided learner or one who needs well-scaffolded material. A self-guided learner might prefer working for Central.

5. WHAT ELES WOULD YOU LIKE TO KNOW ABOUT THE TWO HOSPITALS ?

Important things to consider when evaluating a hospital for future employment include the hospital culture, working conditions, workload, wages, overtime, number of beds, nurse-to-patient ratios, nurse turn-over rates, agency nurse use, leadership styles, nursing educational opportunities, interdisciplinary collaboration opportunities, whether it is a teaching hospital, team/peer support, professional development opportunities, and hospital environment. The big question is whether either hospital is a magnet hospital for nurses.

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