

# The importance of accountability

[Business](#), [Leadership](#)



Accountability is the act of accepting ownership over action and their contribution to the organization. Leadership and staff can influence large and small group and empower them to meet the objectives for the organization. The purpose of this paper discusses accountability in healthcare industry, and employee accountability. How accountability applies to ethical consideration in leadership and management, check-and-balance process, and accountability affect working culture. Why is accountability important in the health care industry?

Concerning accountability, there are three levels to consider first, organizational accountability second, management accountability last, worker accountability. They share information to keep those who need to know. They set goals for themselves and people, and their team, and they explain how those goals measured. They monitor the goals and provide feedback. They consider potential outcome of their action, and decision. They take responsibility for their action as well as those people under them. They learn from their mistake, and help others learn from their.

Health care industry set specific mandates and requirements for financial reporting, which sets deadline for compliance and rules and requirement (Turk, 2012). The integrity in the accounting standard applies to government and business practices (Turk, 2012). Organizations need to take responsibility for their action. The key component is to continue monitoring goals and objective. The accountability begins at the top and encompasses each level of the organization. How is an employee's accountability measured in the health care industry?

Employee accountability is the same as manager accountability, and the expectations should held accountable for meeting or not meeting these expectation. The biggest problem is communicating that why everyone understands the expectation of the company. The goals for the individual are used to measure success. The expectation includes attitude, work ethic, and skills, work habits this has to be understood so that the supervisor and employee have the same understanding (Turk, 2012). When expectation of the employee is met, the organization rewards him.

If they are not met the organization resolve the problem, or consequence come behind the mistake. Leadership need to have feedback sessions with their employee to let him know positive and negative outcome, and recognize him in front of his peers. The goals are to admit their mistake and learn from them. How does accountability apply to ethnical consideration in leadership and management? The United States health care system faces challenges in providing quality health care to diverse population (Napoles-Springer, 2005).

The effort to identify the culturally health care from the perspective of ethnically and diverse in detail to define cultural competence level of medical encounter are lacking the skills, and knowledge to identify the different cultural values and practices (Napoles-Springer, 2005). The measure could used to access how cultural competence of provider is associated with patient outcomes (Napoles-Springer, 2005). The cultural competence measure the quality of health care associated with patient outcome.

The ethical responsibility carries certain degree of respect, cooperation, share knowledge, and teamwork. The problems arise with staff members and department, but building rapport with the department can improve the work experience, and the experience of patient treated through the health care industry. The employer ethical responsibly are to orientation and training on new and existing equipment, empowered employees to be more productive, and happy with his job.

There should be a chain of command where staff member could resolve issues. What does check-and-balance process look like in a successful organization? The check-and-balance process support employee ensures a transparent working environment, and keep ethical employee from manipulate and intimidate by others. The proper check-and-balance prevents individuals ignoring ethical guidelines, and deters bad behavior. An organization structuring a set of check-and-balance needs where problems develop and how they can fix it.

The process start with leaderships they must become aware and involved in the organization. The organization should have tight control and failure to follow policy and procedure will be deal with. Leadership must act ethically and insisting that the staff do the same. Leadership must be on guard for that area where ethical lapse occurs and provide the check-and-balance to prevent them. How does accountability affect an organization's working culture?

Health care industry shares the fundamental commitment to enhance the quality of care for those needing health care service, and create effective health care delivery system (American College of Healthcare Executive, <https://assignbuster.com/the-importance-of-accountability/>)

2010). The goal is to create a workplace that attracts and keeps the best employee with the opportunity for personal and professional development, which includes education, specialty training, and access to career goals. Mutual respect and care create a work environment, which everyone believes valued and appreciated, and looking forward to go to work every day.

Communication is critical for a company set up regular meeting invite feedback. Encourage employee to contribute innovative and quality ideas. Coordinate and monitoring activity keep focus on goals and action. Provide accurate information to employee, and ensure that the action is consistent with the company objective and goals, and established deadline when task must be complete, and review task ongoing and in progress (American College of Healthcare Executive, 2010) How can you maintain a positive working culture and avoid a working culture of blame?

A positive workplace lead to increased in productivity, better employee morale, and the ability to keep skilled worker (McFarlin, 2012). First a clear vision or mission for the organization this defines the foundation of the organization. Second, hired positive employee an individual with friendly smile, upbeat personality, handles conflict, and interact with others. Third, establish an open-door-policy be accessible to the staff, have one-on-one meeting listen to feedback both positive and negative.

Fourth, communicate with the staff keep them inform on what is going on with the organization be honest with the staff about upcoming changes in the organization. Last recognized the staff accomplishment, and establish reward system for excellent performance, and thank an employee for a job well done. Encourage staff member to recruit potential employee. The

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employee will have a better feel of which he want to work with, and the goal is to promote a positive work environment (McFarlin, 2012). Conclusion

In conclusion this paper discusses accountability in health care industry, employee's accountability, the ethical consideration in leadership, and management. The checks-and-balances process and the accountability work culture. Accountability must begin at the top and run through the organization. Accountability in health care industry must have good communication; defined goals at each level, monitoring feedback, consequences are part of the process. The responsibility of the organization holds staff accountability for the outcome of health care.