

The state of management in nursing homes

[Health & Medicine](#), [Nursing](#)



As such, I am sure that manager or leaders of nursing homes have comprehensively evaluated techniques and strategies that would ensure the continued existence of these nursing homes. Factors that are within management's control are costs, which they deemed, should be kept at a minimum, to generate profits, as needed.

Another comment is that team learning and shared mental models are internal factors that management could tap to increase job satisfaction and productivity (Bossche, Gijsselaers, Segers, Woltjer, & Kirschner, 2011). But these alone, could not ensure increased profits, if and when not enough revenues are generated by nursing homes.

I share the same contention, however, that 'in times of economic scarcity, cutting back on teamwork is a mistake, as teamwork is needed then more than ever'. Actually, in diverse settings, regardless of economic condition, organizations should harness the power of teamwork as a means of improving performance and productivity. Teamwork should go beyond teams in respective departments of the organizations; but more so, the collaborative departments that comprise the entire organization. As such, shared decision models would be useful in soliciting responsible inputs from different departments to facilitate the achievement of the organization's goals.