

Nursing health care fair

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Questions for Potential Employers in a Clinical Setup Questions for Potential Employers in a Clinical Setup Stoughton Hospital

The first question borrows from the hospital's mission statement that aims at ensuring quality, clinically useful information that contains exceptional personalized services. From the mission statement provided by the organization, it is understandable that achievement of such an aim is challenging especially in the current day changing world where different challenges arise almost on a recurrent basis. Ensuring overcoming such tasks is a tall order and to some instances, it has led to poor provision of such services stated in the mission statement of the organization or even leading to complete closure of a healthcare. Owing to such attributes related to such a mission, how does the hospital management ensure attainment of the mission through incorporating both the staff and systems? The second question relates to the Hospital Rehab Project. For over a long duration, patients attending rehab programs have done so against their will leading to engagement of the same practices once these victims get through with the rehab programs. Consequently, emergencies for rehab services may be sought at any period during the day. Stoughton Hospital hours of operations for the rehab are 8. 00 am – 4. 00 pm on weekdays while on the weekends assumes full closure. How effective, therefore, is the rehab project in ensuring follow-up for rehab victims as well as ensuring dealing with concerns relating to emergencies? Lastly, Stoughton Hospital is accredited as a not for profit institution an indication that the focus of operations aims at delivering clinical services without concern for profits. The current healthcare system is characterized by rising costs of health services that

result from increased costs of labor among other essentials in providing sufficient health care (Kador, J. (2012). How does the hospital management ensure striking a balance between these growing demands as well as the changes within the healthcare sector with the aspect of maintaining the organization as not for profit?

2. Mercy Health System

A focus on the job and the human resource portal indicate that Mercy Health System serves as an equal employment opportunity provider. Consequently, the organization emphasizes how such achievements are enhanced by focusing on issues related discrimination that may result or attributed to age, sex, race nation origin, as well as color among others. However, more are a times where different organizations present such detailed paper programs only on paper while the situation on the ground where the worker operates states otherwise. That begs the questions of what concrete measures Mercy Health System puts in place to ensure that the aspect of providing equal employment opportunity for all is practiced? The next question borrows from Mercy Health System's Culture of Excellence that is attributed mostly towards attainment of the organization's vision. With time, cultures of organizations may change to encompass the growing needs and challenges related to the healthcare institutions that are mostly unpredictable. How does Mercy Health System adapt to such changes that would entail change of cultural practices yet again relate them with the organization's vision? Lastly, Mercy Health System embarks on values that aim at recognizing as well as reward programs towards performance appraisals, as well as career ladders for its employees. Current studies have associated such programs

like employee appraisal as demotivating factors for non-performing employees that eventually leads to poor service provision (Kador, 2012). Rather than engaging in such reward programs, researchers recommended for group work as opposed to individual appraisal. How has Mercy Health System acted differently to ensure success and full employee engagement through observing such values?

Reference

Kador, J. (2012). 201 best questions to ask on your interview. New York: McGraw-Hill.

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