

High performance work systems

[Business](#), [Management](#)



High Performance Work System at St. David's Healthcare High performance work system at St. David's HealthCare The high- performance work system at St. David's HealthCare (SDH) is a combination of human resource activities, work structures, and diverse processes increasing the knowledge, skills, commitment, resilience, and the flexibility of the employees. There are fundamental items that support the basic principles of high performance used to support various managerial positions in the corporate world.

The items control the high-performance work system and potential benefits emerging from their establishment used to substantiate the corporate fitting all together activities. The items mostly depend on the motivation and the environment in which an individual operates. Common basic items supporting the principles promoting the high performance work systems are like workforce capability and capacity, workforce engagement, and communication.

Workforce capability and capacity

Productivity and workforce performance depend on the organization of workforce capability and capacity invoked by integrated labor productivity management. In every working environment employees, staffing capacity and needs is evaluated strategically and operationally to enhance perfection of their performances. Managements in collaboration, with CFOs and operational leaders from various firms, determine staffing needs based on volume forecast, historical trends, benchmark data, and internally staffing standards. Staffing plans are important in monitoring of compliance and hiring techniques to facilitate performance and recruitment plans.

Communication

Communication enhances performance rate because most leaders and the entire staff members meet to share ideas facilitating the improvement of various organizations. Employees can converge to share ideas freely without any problems to voice the issues affecting them positively or negatively thereby promoting the high performance rate.

High performance management enables the evaluation of every SDH employee, annually, by their superiors to increase productivity for their commitments in various facilities. Results from the survey help in the developments of workers' Tasks in their activities promoting high performance within various organizations. The aspects outlined serve to promote high performance at SDH.

Numerous high- performing work systems start with great directive recruitment and selection practices, which tend to be diverse and intensive to get the best performing candidate. The staffing practices tend to support techniques aiding most of organizations to save money by performing superficial job of hiring experienced professionals for specific departmental routines. Full -time physician recruiters work to attend to the needs of identified physician in recruitment plan beginning with readiness of recruitment process. Recruitment process takes place through web postings and the nationwide email blast to the widespread HCA network.

Workforce engagement

The workforce engagement supports performance by incorporating SDH to determine elements influencing employee dedication and determination in their areas of operations. The process enables key elements influencing physician commitments identified through regression analysis of results for

medical staff engagement survey performed by PRC to physician.

Organizational culture of open communication fosters the advancement of high-performance in various facilities facilitating the frequency by which most activities transpire to support the performance (Wimbush et al., 2010). The candidates yearning for the responsibilities within organizations stick to values and cultural fit during the selection process to promote the productivity and excellent performance.

References

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