

Strategic management of human resources in health care admin

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Strategic Management of Human Resources Case studies Lloyd C.

Evangelista HCA 340 Sonya Pedro Jan 09, 2012 Case study: The Case of the Complacent Employee, Sharon B. Buchbinder (2011). pgs 379-381 retrieved on Jan 02 , 2012 This Case study involves a school counselor Bob Miller who feels overwhelmed with all the his busy work load and feels that the students and teachers love his work. Bob Miller is working long hours and staying late to tend to all the needs of the student. Bob focusing on the job at task but is neglecting to make reports and and participating in school responsibilities required from his job.

He is being told that he is being told that he will laid off due to cut backs and budgets. Le and thinks it is unfair that he is given short notice and feels he doing his job and being treated Is Bob right? Was he really doing his job? Although feels that just because he is doing the best he can by counseling the trouble kids the reports to the superiors could wait. This is wrong for Bob to think this because without those reports his the people he reports to will not if he is doing his job or just sitting at his desk doing nothing. Giving those reports was part of his job discription and is a valid reason to let him if heir will be cut backs in that dept. Case study: The Brawler, Sharon B.

Buchbinder and Dale Bachbinder (2011). Pgs 382-383 retrieved on Jan, 02, 2012 This Case study discussing a hot heated and drinking Dr. O'Conner who has claimed never to come to work under the influence. His coworkers beg to differ and have brought the suspicion of drinking on the job to the attention of his immediate supervisors. One evening the Dr walked across a wet floor mark by the custodian by a sign that the floor was just mopped.

The custodian exchanged words with the hot headed doctors and the doctor took a swing at the custodian. The 2 began to fight in the hospital. What should the hospital do to deal with the good doctor? Who should handle this? Since the good doctor has been reported to supervisors about the Doctors suspected drinking and irate behavior at work. The supervisor who knew about his suspected drink and behavior will have to confront the doctor and recommend counseling and substance abuse treatment. If the doctors condition is not dealt with then patients well being could be at stake.

This incident should not be overlooked and should be addressed immediately so some worse in the future. Supervisors have a responsible to deal especially if has been brought to prior to the mis understanding from happening. It could have been avoided if it was addressed or researched further when the Supervisor was informed about the doctor. Case study- Staffing At the River Oaks Community Hospital: Measure Twice, Cut Once, Dawn M, Oetjen, Woddy D. Richardson, and Donna J. Slovesnsky (2011).

Pgs 424-429 retrieved on Jan 09, 2012 This case study discusses a Ceo having a meeting and is speaking to ROCH experiencing a drop in patients in the 70 bed private for profit healthcare facility. Which has had a 40 percent ropped in occupancy. The Ceo has mandated to all directors to make cuts in all depts. In a already short handed staff. Discuss the CEOs decision to lay of employees in light of the reduced census figures. Are the layoffs appropriate response? Ceo has the right to make executive decisions to make the profitablity of the facility.

The decrease in occupancy based on the reports is not based on employees not doing their job but due to circumstances beyond directors and employees control. I feel the layoffs are appropriate response and will only make a quick fix in the insolvency of the facility and these people would have to be hired again once occupancy is back to the original. I believe the focus should be on the reasons of the drop in occupancy and the Ceo and directors should make the necessary adjustments to increase the occupancy. After making the changes and occupancy doesn't increase but continues to decrease then a lay off would be justified and down sizing the facilities to meet the occupancy would be the appropriated decision. References
Buchbinder, S. B.

& Shanks, N. H. (2011). Introduction to health care management (2nd ed.).
Sudbury, MA: Jones and Bartlett Publishers. ID: 12945693).