

# Multistage health corporation mission

Business



Multistage Health Corporation Mission Statement Multistage Health Corporation Is a religious medical facility dedicated to providing equitable quality health care services and products to the all members of the society, especially the indigent and marginalia.

With its focus on efficient basic health care and outpatient services, MUCH is committed to become a leader in medical technologies and procedures across the United States of America. Mach's Competitive ; Organizational HRS Strategies In order to stay competitive In the health care Industry, Multistage Health Corporation Lana to focus on technology and service.

The company's strategic move Is to become a conglomerate that will mandate its subsidiaries to create innovative health care technologies to perform technical and expensive medical procedures. MUCH projects that these new technologies will reduce hospital operational costs as patients' recovery time will be reduced. Also, implementation of these new technologies will affirm Mach's mandate of reducing operational costs, realizing profit while providing better outpatient services and basic health care.

Limitations to Mach's competitive treatises The implementation of technology, Mach's main driving tool for success, is not without challenges. Not only are these technologies very expensive to develop, but their realization is hampered by the time consuming bureaucratic process involved in getting approval. In addition, Carrie Brown, Mach's newly appointed HRS UP, has highlighted that the human resource capability is dismally inadequate to meet the technological needs of the company as the

most competent staff are not deployed to the appropriate In order to drive the competitive strategies.

These persons with the chemical know-how are not able to make a huge impact on profit making as they are dispersed at various locations in the organization. Admittedly, there are personnel who are technologically adept, but are still not modernized in their use of technology; hence, they will not be able to engage in the company's cost-cutting measures.

Additionally, MUCH cannot be fully successful In Its use of technology as some rural delusions have not Introduced technology In their operations.

With so many deterrents to the incorporation of technology, it begs the question, is technology use the ideal solution to maintain Mach's competitive edge? SOOT analysis of Mach's operations A SOOT analysis of Mach's operations, shows that the company has numerous strengths, several weaknesses, many opportunities and various threats. The company's strengths Ill In the fact that It Is a reputable organization and a leader In providing health care for the Indigent.

It Is commendable that the company Is aware that it exists in a changing industry and has realized the need to make changes in providing healthcare products and services through technology. Not only does MUCH wants to implement these new technologies, but it also wants to ensure that profit is obtained from marketing these technologies.

What is also laudable about Mach's operation is that it actually has a HRS system, which though deficient, is able to articulate a corporate strategic plan wany acts as Its road map to getting new Ideas for the way forward.

Despite its strong points, Mach's weaknesses rest in it having a failed HRS system which lacks the vision for growth. MUCH has several personnel who are adept at technology usage, but the company is hampered as it cannot correctly deploying these workers as its incoherent HRS system is unaware of the qualifications and capabilities of the workers. This problem is confounded by the fact that in a technological age, the company still collects data manually making it difficult to collate the necessary information about the workers.

Furthermore, even if staff data has been documented, it problematic as each division has different forms and thus the data may be filed under different categories and stored in different systems, making it hard to source the information. All points considered, Mach's current HRS system will not be able to assist them in realizing a profit.

With the weaknesses identified, MUCH is vulnerable to various threats that will effect its human resource base. As a result of its diverse personnel capacity, workers will be averse to being re-deployed because of the inequities that exist in the company's remuneration packages.

If people are forced to relocate to certain areas, they will consider it a demotion as they will receive educed salaries; these workers may eventually leave the organization, causing the company to go through a costly re-employment process. Additionally, if workers are trained in using the <https://assignbuster.com/multistage-health-corporation-mission/>

technology, they may leave the organization thus causing a brain-drain and an increase in the attrition rate. However, if technology is not implemented, MUCH will continue to lose profit and eventually become bankrupt, which will not only affect the economy but also its patients and workers.

There is also a further threat of a bad relationship between the affiliates and the other branches as they vie to determine the absorption of operational costs. Finally, there is the threat that the subsidiaries can sell Mach's technology to its competitors at a reduced cost and take the profits for themselves. Despite its many challenges, all is not lost as MUCH can still realize many profitable opportunities from its competitive strategies. Firstly, as it develops its technology it will be better able to provide health care to a marginalia group thus being able to receive their allocated governmental monetary contributions.

Secondly, MUCH can generate a substantial revenue if it patents and sells the technologies to other companies.

Additionally, with the promotion of speedy recovery times, the correct installation of technology, the improvement of service and the reduction of operational costs, MUCH will be able to re-brand and become a giant in the industry, one to which new patients will gravitate and to which talented employees will be attracted. Training implications With so many opportunities set to be realized, MUCH has to ensure that it has a sustainable training programmer to overcome the limitations.

It has been established that majority of the staff needs to be trained to implement and operate the needed technology. As no data is available on <https://assignbuster.com/multistage-health-corporation-mission/>

the staff qualifications, HRS will not know the areas in which training is needed, thus only ad hoc training will be done, which is not Dentally. Heretofore, persons won are already adept at ten 010 system AT technology may be averse to new technologies and training. Additionally, the HARD would be cognizant that providing basic technology training to personnel in the rural areas will be costly and time consuming.

Furthermore, continuous training to middle managers may be difficult to provide as these personnel are scattered and not centralized.

Recommendations To assist MUCH in realizing the mandate to fix the human resource department immediately, the following recommendations are fitting. In order to re-model the HRS information system, MUCH needs to transform its HRS system from a manual to a technological operation; create, and update periodically, a staff data profile to keep track of staff abilities and capabilities; conduct a training needs analysis to ensure that the correct training is given to the right personnel.

In addition, MUCH needs to ensure that it becomes a learning organization and conduct on-the-job training to reduce the cost and time wasting attached to training; revise its pay remuneration packages to maintain equity; and most importantly, conduct a cost-benefit analysis to determine the profitability of technology implementation. Finally, MUCH needs to copyright its technological products to guard against resale.