

# Example of healthcare organizational behavior and design essay

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Coordination in organizations, especially healthcare centers, requires elevated levels of micro level designs. The coordination occurs in a tri-dimensional way that touches on the programming approaches, feedback mechanisms, as well as relational coordination angles. Coordination harmonizes various actions of the organization to form a single element (Feldman and Pentland, 2003). The ordeal involves forming portions of right quantities in line with the design schemes available. Several approaches determine the harmonization technique. Two approaches are discussed in this essay. The programming approach is often relevant in situations of high certainty in the organization. In healthcare sector, high certainty often involves areas like facility and resource mobilization allures. Such resources are efficient are therefore certain within the organization. The programming approach includes three means of standardizing performance of work, which are often very efficient when the work is comprehended by many (Feldman and Pentland, 2003). Such approaches are also called standardized approaches such as the usage of rules, certain schedules that are unchanging like the visitations as well as critical care plans like clinical pathways.

Feedback approach occurs in cases of high uncertainty. They are more time consuming and much energy is required. Nevertheless, their usage is critical in making effective decisions in areas where decisions and actions are of high uncertainty. High performing patient cares fall under this docket and often require adequate control to enhance effective management. Relational approaches are often necessary in any organization. As usual, an organization often encounters a variety of factors and elements both certain

and uncertain. According to Bourdieu, the programming approaches often deal with the certainty areas while the feedback nuances are more personal and uncertain in response (Bourdieu, 2005). The relational approach will consider the informational transfer within the unfamiliar situations while the program system enhances staff mobility and sovereignty. Therefore, the two paradigms lead to supervision, mutual adjustment, as well as group coordination within the healthcare organization.

## References

Bourdieu, P. (2005). *The Social Structures of the Economy*. Polity Press: Cambridge.

Feldman, M. S. & Pentland, B. T. (2003). Reconceptualizing organizational routines as a source of flexibility and change. *Administrative Science Quarterly*, 48, 94-118.