Whistle-blowing and information-related power in nursing research paper

Sociology, Communication

Whistle-blowing can be divided into external and internal whistle-blowing. Internal whistle-blowing has more practical implications in nursing than external whistle-blowing because it includes reporting issues and concerns to the superiors in order to resolve those issues (Huston, 2013). Rather than complaining, internal whistle-blowing can be a constructive method for resolving communication and productivity issues at the workplace.

The concept of information-related power and communication are closely related to whistle-blowing. Informational power is significant for leaders because the policies decide how an organization handles and shares information. Because confidentiality is at stake, leaders must be capable of both empowering employees to avoid withholding information, which is one of the main causes of whistle-blowing, and distributing information while respecting the confidentiality of patients, employees, and the organization (Marquis & Huston, 2012).

When it comes to communication, it is evident that skills in that area are important for avoiding whistle-blowing by maintaining a level of open communication that enables the leaders to resolve problems rather than suppress them. For example, assertive communication is a skill that enables leaders to resolve conflicts with employees without resorting to aggression or losing their leadership role in the organization (Marquis & Huston, 2012). The insights I have gained from this topic will probably significantly reflect in my personal and professional life because I now understand how details in communication and power distribution can affect organizational dynamics and cause issues that are eventually reported by whistleblowers. Although better laws and policies are required to protect whistleblowers (Murray,

2009), leaders with excellent communication skills and ability to distribute information correctly can prevent those conflicts before they escalate.

References

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