

Module 2 assignment 1 : organizational analysis - the organization

[Health & Medicine](#), [Nursing](#)



Module 2 Assignment Organizational Analysis - The Organization Diana Ina
The of Texas at Arlington College of Nursing In partial fulfillment of the
requirements of

Nursing

Patricia Turpin, PhD, RN, NEA-BC

Organizational Analysis - The Organization

Massachusetts general hospital is a large 950-bed capacity hospital situated in Boston, US founded in 1811. The hospital is also one of the largest healthcare centers in the United States. It serves both as a treatment center and a teaching institution. The organization is accredited as a magnet hospital committed to providing high-quality and all-round health care to global patients.

Examination. One of the major assignments of a hospital is to act as a wellness camp (Wolper, 2011). Massachusetts general hospital's mission parallels this since it seeks to provide high-quality and compassionate healthcare services. A dignified organization is that which desires to deliver high quality (Wolper, 2011). It is this principle that the organization works under by its constant researches aimed at improving the health of its patients. Mass uses functional organizational structure. The staffs are arranged in specific units depending on expertise, for example, nurses who have a nursing unit. Also, social workers are grouped separately in a different unit.

Strengths and Limitations. The organization's major strength is its high investment in research since it is affiliated to research institutes. However, its workforce composition is not extensively diverse, for example, there are

more women nurses.

Care Delivery System. At Mass, there is a well-outlined procedure of operation. For example, chief nurses can only delegate the work to their junior. Everyone sticks to their works unless there is a formal communication.

Outcome and Measurements. To measure system-wide outcome, the organization uses EHR enabling it to track down all information needed. Also, the organization uses structural indicators by ensuring all the nursing staff hired is qualified.

Reference

Wolper, L. F. (2011). Health care administration: Managing organized delivery systems. Sudbury, Mass: Jones and Bartlett Publishers.