

Hcm387-0802a-01
management
principles in health
care - phase 1
discussion board



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It is not necessary to hire diverse staff when the patient population is also diverse. Even though the healthcare staff is of similar culture, they still have a common goal which is providing the best patient care. Diversity has a depth and dimension that surpasses the obvious differences among people. People honour the obvious differences among people. They honour diversity within their own countries, recognizing the unique characteristics and individual contributions of each of their citizens to their state's success and development. They believe that a diverse group of people fosters an environment conducive to creativity, productivity and high performance that affords each individual the opportunity to reach their fullest potential. Proper facilitation and administration provides leverage to the diversity of a healthcare organizations as a competitive advantage in the global aspect that they face and to make the country a better place to live and prosper for immigrants such as the Irish.

Healthcare organizations want to promote the development of growth and diversity by strengthening our existing relationships and building new collaborative relationships between the existing immigrant workforce and the diverse community that they serve.

These relationships between immigrants and nationals will position their country as a country of choice as they continuously expand their business and industries and foster an environment where the differences of the people are appreciated and utilized to the advantage of the nation as a whole.

Valuing diversity is implicit in some healthcare organizations' reputation as an advocate of democracy to the extent that they live up to this advocacy and treat each individual fairly, progressively, responsively, and respectfully.

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Americans help their nation become the country of choice.

There are so many dimensions to diversity, both visible and invisible, that makes some companies fundamentally unique, and yet alike, and the employees are different in age, education, ethnicity, family status, gender, gender identity, physical abilities, religion, sexual orientation or veteran status. These are just few examples of the dimensions that Americans differ. Just as many threads create a fabric, many dimensions create diversity. The fabric of diversity in healthcare organizations has many threads- many dimensions. At the same time, they carry within themselves certain cultural or artistic traditions, experiences, family customs and life lessons that contribute to who they are, what they believe and how they dream.

Whenever an healthcare organization expands its operations so that its geographic boundaries span two or more countries, it tends to become multicultural and it will then face the challenge of blending various cultures. Multiculturalism occurs when the employees in two or more cultures interact with each other on a regular basis. Managers and technical employees entering another nation to install an advanced organizational system need to adjust their leadership styles, communication patterns, and other practices to fit the culture of their host country. In some instances these new employees are parent-country nationals from the nation in which the home-office is based, or they may be third-country nationals from some other nation. In either case, they are called expatriates, since they are sent from other nation. Their role is to provide a fusion of cultures in which both parties adjust to the new situation of seeking greater productivity for the benefit of both organization and the citizens of the country in which the organization operates.

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Managing diversity deals with the promising approach to overcoming discriminatory practices actually attempts to change the underlying attitudes. Programs aimed at managing diversity build from a key premise: Prejudicial stereotypes develop from unfounded assumptions about others from the overlooked qualities. Differences need to be recognized, acknowledged, appreciated and used to collective advantage. Equal opportunities seek to guarantee equal pay and opportunities for equal work. This approach demands that reward systems be designed so that people in comparable jobs – those of equal value to the employer – receive similar levels of rewards or compensation.

A healthcare organizations's employment practices support the principles of equal opportunity and equal representation. With a strong commitment to the value of diversity, managers actively recruit, hire, train, retain, and promote employees on the basis of their qualifications and without regard to race, colour, sex, religion, national or ethnic origin, age, marital status, sexual orientation, or disability.

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