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ORGANIZATIONAL BEHAVIOR IN HEALTH CARE



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Organizational Behavior In Health Care Second Edition

Nancy Borkowski



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Organizational Behavior, Theory, and Design in Health Care Nancy Borkowski, 2015-08-14 Due to the vast size and complexity of the U S health care system the nation s largest employer health care managers face a myriad of unique challenges such as labor shortages caring for the uninsured cost control and quality improvement *Organizational Behavior Theory and Design Second Edition* was written to provide health services administration students managers and other professionals with an in depth analysis of the theories and concepts of organizational behavior and organization theory while embracing the uniqueness and complexity of the healthcare industry Important Notice The digital edition of this book is missing some of the images or content found in the physical edition *High Reliability Organizations, Second Edition* Cynthia A. Oster, Jane S. Braaten, 2020-11-02 Patient safety and quality of care are critical concerns of healthcare consumers payers providers organizations health systems and governments Although a strong body of knowledge shows that high reliability methods enable the most efficient safe and effective care these methods have yet to be completely implemented across healthcare According to authors Cynthia Oster and Jane Braaten nurses who are on the frontline of providing safe and effective care are ideally situated to drive high reliability *High Reliability Organizations A Healthcare Handbook for Patient Safety Quality Second Edition* equips nurses and healthcare professionals with the tools necessary to establish an error detection and prevention system This new edition builds on the foundation of the first book with best practices relevant exemplars and important discussions about cultural aspects essential to sustainability New material focuses on High reliability performance during a pandemic Organizational learning and tiered safety huddles High reliability in infection prevention and ambulatory care The emerging field of human factors engineering within healthcare Creating a virtual resource toolkit for frontline staff **Handbook of Organizational Behavior, Revised and Expanded** Robert T. Golembiewski, 2000-10-24 Building upon the strengths of the first edition while continuing to extend the influence and reach of organizational behavior OB the Second Edition of this groundbreaking reference text analyzes OB from a business marketing perspective offering a thorough treatment of central soon to be central contiguous and emerging topics of OB to facilitate greater viability and demand of OB practice New edition incorporates more comparative perspectives throughout Contributing to the dynamic interdisciplinary state of OB theory and practice the *Handbook of Organizational Behavior Second Edition* comprehensively covers strategic and critical issues of the OB field with descriptive analyses and full documentation details the essential principles defining core OB such as organizational design structure culture leadership theory and risk taking advances solutions to setting operational definitions throughout the field comparatively discusses numerous situations and variables to provide clarity to mixed or inconclusive research findings utilizes cross cultural approaches to examine recent issues concerning race ethnicity and gender reevaluates value standards and paradigms of change in OB investigates cross national examples of OB development including case studies from the United States and

India and much more Written by 45 worldwide specialists and containing over 3500 references tables drawings and equations the Handbook of Organizational Behavior Second Edition is a definitive reference for public administrators consultants organizational behavior specialists behavioral psychologists political scientists and sociologists as well as a necessary and worthwhile text for upper level undergraduate and graduate students taking organizational behavior courses in the departments of public administration psychology management education and sociology

Health Organizations

Johnson, Caren C. Rossow, 2017-08-21 Health Organizations explores theories of organization and knowledge of organization behavior in ways that foster change in productive and sustainable ways resulting in better outcomes Readers will learn systematic planned approaches for organization development and team building and by examining power influence conflict motivation and leadership in the context of health service delivery Important Notice The digital edition of this book is missing some of the images or content found in the physical edition

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Nancy Borkowski, Katherine A. Meese, 2020-03-26 Organizational Behavior in Health Care Fourth Edition is specifically written for health care managers who are on the front lines every day motivating and leading others in a constantly changing complex environment Uniquely addressing organizational behavior theories and issues within the healthcare industry this comprehensive textbook not only offers in depth discussion of the relevant topics such as leadership motivation conflict group dynamics change and more it provides students with practical application through the use of numerous case studies and vignettes Thoroughly updated the Fourth Edition offers Two chapters addressing demographic shifts and cultural competency and their importance for ensuring the delivery of high quality care Ch 2 3 New chapter on change management and managing resistance to change New and updated content modern theories of leadership teaming etc and case studies throughout

Organizational Behavior, Theory, and Design in Health Care

Nancy Borkowski, Katherine A. Meese, 2021-03-17 Organizational Behavior Theory and Design Third Edition was written to provide health services administration students managers and other professionals with an in depth analysis of the theories and concepts of organizational behavior and organization theory while embracing the uniqueness and complexity of the healthcare industry Using an applied focus this book provides a clear and concise overview of the essential topics in organizational behavior and organization theory from the healthcare manager's perspective The Third Edition offers New case studies throughout underscore key theories and concepts and illustrate practical application in the current health delivery environment In depth discussion of the industry's redesign of health services offers a major focus on patient safety and quality centeredness and consumerism Current examples reflect changes in the environment due to health reform initiatives And more

The Changing Face of Health Care Social Work

Sophia F. Dziegielewski, 2003-11-12 Full of practice oriented tips questions for further study select online resources and professional profiles in such diverse arenas as the emergency room home care case management and hospice

Workplace Health Promotion, 2nd edition Danijela Gasevic, Leah

Okenwa-Emegwa,2023-01-09 Work related factors have implications for health and wellbeing Due to the amount of time spent at the workplace and the impact of work on health over an individual s life course the workplace has evolved as an important arena for population health promotion Risk factors within the physical and psychosocial working environment as well as inadequate organizational support are associated with increasing work related health problems which result in psychosocial and economic implications for the individual the family the organization and the society Recent estimates revealed an increasing level of sickness absence due to work related factors among others In recognition of the importance of worker health and a healthy working life but also in line with numerous occupational health goals many organisations set aside significant amounts of financial resources annually to promote work well being However studies have shown that despite this positive disposition among employers both employee participation and the impact of such programs remain minimal According to the Ottawa declaration for health promotion and the Luxembourg declaration for Workplace Health Promotion WHP WHP should be strategic It is recommended that WHP be conducted in a systematic and continuous process of needs analysis priority setting planning implementation and evaluation Unfortunately available studies show that many companies have policies currently in place but lack knowledge regarding proper implementation and evaluation The foregoing phenomenon raises questions regarding the level of knowledge of and attitudes towards WHP among people in management positions This Research Topic aims to address factors affecting workplace health promotion What does WHP mean for employers What forms of WHP packages exist Is there evaluation and follow up of such interventions What are the barriers and facilitators relating to the uptake of WHP interventions among employees Do people in relevant managerial positions possess adequate knowledge regarding WHP Manuscripts that explore factors crucial for WHP including individual and organizational level factors crucial for WHP are welcomed Manuscripts on barriers evidence based interventions best practices analysis of existing policy documents and those with a life course perspective etc are also welcomed Manuscripts can be of national international and global perspectives

Translation of Evidence Into Nursing and Health Care, Second Edition Kathleen M. White, Sharon Dudley-Brown, Mary F. Terhaar, 2016-03-17 Designed as a textbook for the DNP curriculum and as a practical resource for more seasoned health professionals this acclaimed text encompasses an interprofessional approach to translating evidence into nursing and health care practice that is useful for both clinical and nonclinical environments The second edition presents new chapters three of which feature additional approaches for translating evidence into practice new methods of information technology for translation and interprofessional collaboration and practice for translation and three that offer 19 exemplars that illustrate actual translation work within the areas of population health and specialty practice and in the health care system Consistently woven throughout are the themes of integration and application of knowledge into practice leadership and evaluating change leadership strategies for translation and interprofessional applications across settings Also included is new information about outcomes management for

improvement of direct and indirect care The second edition continues to deliver applicable theory and strategies to achieve improved outcomes and meets the DNP core competency requirements It features a variety of models for change as they relate to translation of research into practice The text underscores the importance of translating evidence for use in practice to improve health care and health care delivery and presents strategies to achieve this It addresses the use of evidence to improve nursing education discusses how to reduce the divide between researchers and policy makers and presents expedients for overcoming resistance to change Extensive lists of references web links and other resources enhance learning and support the development of the DNP core competencies NEW TO THE SECOND EDITION Addition of an esteemed co editor Reorganized and revised for enhanced comprehension New chapters Methods for Translation Information Technology and Decision Support Interprofessional Collaboration and Practice for Translation and Data Management and Evaluation of Translation Three new exemplar chapters Population Health Exemplars Specialty Practice Exemplars and Health Care System Exemplars Updated information on integration and application of knowledge into practice leading and evaluating change leadership strategies for translation and interprofessional application across settings New coverage of outcomes management for improvement of direct and indirect care KEY FEATURES Offers an in depth guide for planning implementing and translating evidence Includes extensive references necessary for doctoral study Provides the perfect supplement for evidence based practice materials that often have limited information or value for translation implementation activities

Organizational Behavior in Health Care Nancy Borkowski, 2015-04-17 The U S health care industry continues to grow and change dramatically With the passage of the Affordable Care Act the industry has experienced some of the most dynamic changes that health care managers have seen In the coming years more system wide changes will occur as we continue our push forward to achieve value based health care Health care managers are quickly learning that what worked in the past may not work in the future Organizational Behavior in Health Care Third Edition is specifically written for health care managers who are on the front lines every day motivating and leading others in a constantly changing complex environment Designed for graduate level study this book introduces the reader to the behavioral science literature relevant to the study of individual and group behavior specifically in healthcare organizational settings Using an applied focus it provides a clear and concise overview of the essential topics in organizational behavior from the healthcare manager s perspective The Third Edition offers More application examples of the theories and concepts throughout all chapters New and updated case studies Diversity chapter updated for recent demographic changes affecting the industry Contemporary leadership chapter broadened to include collaborative leadership characteristics and skill set

Health Care Management Stephen Michael Shortell, Arnold D. Kaluzny, 1988 This practical guide focuses on the role of the manager in health care organizations providing a systematic integrative treatment of individual group and organization issues Thid new edition includes cutting edge topics such as multi institutional settings negotiation and bargaining ethical issues and

technological innovation The focus in this edition is more on practical applications than theory Mini cases discussion questions managerial guidelines and problem exercises are also contained in the book **Organizational Behavior and Public Management, Revised and Expanded** Michael L. Vasu, Debra W. Stewart, G. David Garson, 2017-09-25

Organizational Behavior and Public Management reveals how organizational behavior enables managers to direct resources that advance the programs and policies of public and government This edition offers a public sector perspective of core topics such as communication decision making leadership management ethics motivation organizational change participation and performance appraisal Contemporary Psychology called this book skillful and comprehensive There is a need for a text like this the device of juxtaposing theory and application is a sound one The authors discuss such topics as communication decision making worker participation and total quality management organizational change management systems information computers and organization theory in public management **Organizational Behavior in Health Care** Nancy Borkowski, 2005 This essential new resource gives managers critical insight into understanding workplace problems and dynamics thus enabling organizations to achieve success through increased job satisfaction and productivity **Advances in Health Care Organization Theory** Stephen S. Mick, Patrick D. Shay, 2014-07-21 Explore the evolution of organization theory in the health care sector Advances in Health Care Organization Theory 2nd Edition introduces students in health administration to the fields of organization theory and organizational behavior and their application to the management of health care organizations The book explores the major health care developments over the past decade and demonstrates the contribution of organization theory to a deeper understanding of the changes in the delivery system including the historic passage of the Patient Protection and Affordable Care Act of 2010 Taking both a micro and macro view editors Stephen S. Mick and Patrick D. Shay collaborate with a roster of contributing experts to compile a comprehensive volume that covers the latest in organization theory Topics include Institutional and neo institutional theory Patient centered practices and organizational culture change Design and implementation of patient centered care management teams Hospital based clusters as new organizational structures Application of social network theory to health care *Health Care Economics* Paul J. Feldstein, 2005 The sixth edition of this textbook maintains the earlier editions analytical approach in the treatment of political economics Through comprehensive discussions appendices tables and figures the author illustrates the value of economics in understanding public policy issues that affect the medical services sector **Financial Management in Health Care Organizations** Robert A. McLean, 1997 This new text provides financial managers with an overview of the financial management of health care organizations By using an easy to read format and presenting a variety of case studies this book focuses on the financial management function in the context of overall organizational management **Health Organizations** James Johnson, 2009-10-06 This book thoroughly examines organization theory organization behavior and organization development in the unique context of the healthcare setting Each section contains key chapters that address

foundations research and new directions in these domains **Preventive Cardiology: A Practical Approach, Second Edition** Nathan D. Wong, Henry Black, Julius Gardin, 2005 PREVENTIVE CARDIOLOGY is the premier source of clinically relevant information on the prevention of coronary heart disease Thoroughly updated by international experts the book discusses screening risk factors prevention in special populations and primary and secondary prevention in the context of the daily practice of medicine PREVENTIVE CARDIOLOGY is a must have for cardiologists and primary care physicians Review of the first edition Excellent Structured in a way that invites the reader to use it as a comprehensive reference The combination of theory and guidelines with a practical approach to the patient at risk for cardiovascular diseases is a strength The New England Journal of Medicine *Organizational Behavior and Public Management* Debra W. Stewart, G. David Garson, 1983
Introduction to Management Warren Richard Plunkett, Raymond F. Attner, 1992

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