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Submission date: 04-Aug-2021 08:00AM (UTC-0400)

Submission ID: 1627664543

File name: healthco.edited.docx (24.07K)

Word count: 983

Character count: 5328

Employment Benefits at Healthco

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Employment Benefits at Healthco

Introduction

Organizations are changing their work schedule to fit the changing economic and social needs. Therefore, with the advancement in technology, more organizations are developing proper benefits to ensure their employees can easily balance their work and life. Similarly, this will help in reducing employee turnover. Healthco is a non-profit health care organization and it has managed to progress efficiently in its services and opening more other service centers. For instance, Healthco has 9 primary medical facilities and thirty-six affiliated clinics and therapy facilities. The hospital is situated in the eastern part of the United States and has six thousand seven hundred employees. The chief executive officer, Dr. Palmer, has held a meeting presently with the hospital board to explain the challenges and the strategic initiatives for the coming year. Therefore, Dr. Palmer concentrated on employee retention because the human resource department had reported the organization had 1.5% times turnover on industry average. The reasons are associated with the case scenarios presented. This indicates that the organization is losing critical workers because they do not keep attention to workers using the compensation and benefits package.

Question 1

The best way to diagnose the condition at Healthco is to first begin with evaluating the events done in the human resource department. Getting the information on how they offer work and life balance plans to the employees will be the best thing in recognizing what should be added and enhanced. Employees at Healthco can be explained as struggling with their roles and work duties. For example, Pat and Blair do not have time to perform their responsibilities that are not work-based because of the 24/7 work schedule at Healthco.

The next thing to do is to meet with the management committee and ensure that we create a vision. van Tuin et al. (2020) emphasized that a better vision statement helps attract and inspire talent within the organization. Therefore, it will be vital for the organization's management team to refer to the vision statement while making decisions. Similarly, healthcare experts are not controlled by job earnings alone but also social responsibility, a meaningful role, and professional growth in the modern generation. Moreover, through vision, every department will

maintain focus and develop their standard goals. This will enable the management to renegotiate the compensation and benefits package to inspire workers concerning the variations through performance appraisal. Moreover, developing incentive programs can assist in encouraging worker engagement and productivity by providing bonuses (Stalmašeková et al., 2017). This will, in turn, reduce the turnover rate. The management will then receive employee feedback during this period on how the goals and techniques should be executed since Healthco does not have a proper leave plan. For instance, when Sydney is on leave, there is no one to replace her, thus making the other employees overwork.

Question 2

The scenario explains a struggling workforce. The employees are stressed to balance their work and life because of the organization's 24/7 work nature that utilizes most of their time. This makes the workers and management have little respect for their roles after work. For instance, in scenario 1, Chris is among the best employees and cannot travel to New York because of his responsibilities to the family. This makes the manager Pat upset. Although the business trip is critical, especially when Chris is among the best-performed employees, he cannot go. Scenario 2 indicates how a suitable worker and manager interaction can inspire employees and create proper communication methods. Francis is thoughtful of his worker Blair in having an off to relocate her father because she has exemplary performance at work. Finally, scenario 3 indicates how a valuable worker in Healthco cannot attain his demands. Robin has many years of experience in his field and recommends working thirty hours a week in the next two years as he plans to transition to full retirement. Mercer is unable to promise but considers consulting the human resource.

Question 3

Healthco has an opportunity to improve its work-life balance. The critical issues that need to be offered include the wellness program, lengthy leave, and referral services. The wellness program will play a critical role in making the employees realize that they care for them and not just the work they offer. Creating a fitness center will aid in encouraging a less tense ecosystem for workers and allows them to work out at a low price. Although Healthco has referral services such as elder and child care, they attract valuable workers. Workers need time off to handle their responsibilities or stay with families; extended leave can work, especially overworked.

Conclusion

Healthco is a non-profit healthcare organization that has achieved tremendous success in its service. However, with more than one thousand employees, the organization cannot make the best employee benefits plan that can allow them to balance their time at work and life. Offering a competitive salary allows them to get the best employees, but they are struggling in their life. Therefore, the first thing in performing diagnosis at Healthco is to get information from the human resources on how they offer the benefits. Then conduct a meeting with the management on making the vision and every department to set their goals. Finally, employees will be allowed to present their feedback on new goals and strategies to be executed. For Healthco to be the top organization in work-life benefits, they need to implement three key issues, including prolonged leave, referral services, and create a wellness program.

References

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