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Submission date: 17-Jun-2019 06:42AM (UTC-0500)

Submission ID: 1144529210

File name: Motivation_and_Behavior.edited.docx (15.69K)

Word count: 1025

Character count: 5723

Motivation and Behavior

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Motivation and Behavior

Part 1.

Increased morale of employees is defined by the end result in the workplace. Absenteeism, apathy, and decreased productivity are some signs of reduced morale in the workplace. As such, employees' turnover is a significant issue in any health facility. There are various plans that a hospital should implement in an attempt to reduce annual hospital turnover. First, the hospital administration should formulate the means of recognizing the efforts of employees. This can be done by giving performance awards to those employees who perform well. Alternatively, the hospital should plan an award banquet something make receiving of gifts more special. In that vein, employee morale is escalated and improved productivity in the overall healthcare is realized. Secondly, the hospital should offer wellness paid time off days to the healthcare professionals. This is because healthcare workers are subjected to a stream of illness and pathogens; therefore paid time off will ensure that employees stay top in terms of their personal wellness goals. By so doing, the end result will be improved overall healthcare (Cook & Artino, 2016).

Again, the hospital administration should set up mandatory pieces of training or seminars for their employees. This is because there emerging modern protocol for patient's procedures given the increased technology in healthcare facilities. For instance, HIPAA regulations are subject to change with time, and therefore, healthcare workers should undergo mandatory training to remain updated and build on their morale. Alongside mandatory pieces of training, the hospital management should consider offering incentives such as raffle prize to the healthcare workers because every employee must attend the meetings. By so doing, a positive shift in employee morale will be the ultimate result (Cook & Artino, 2016).

Additionally, arrange of engaging activities such as team building events at specified interval annually plays a significant role in boosting the morale of healthcare workers. Events like competitive games are essential activities that make employees work and think together as far executing their daily duties is concerned. Such exercises motivate employees to soldier on their daily activities because they are comfortable working together (Platis et. al., 2015).

The healthcare organization should also organize a theme day for fun. For instance, pajama day and mismatch day motivate employees because they are happy as well as comfortable. Such days, also, make employees think outside their regular work following a rigid weekly schedule. It is, therefore, important to organize such event now and then because brains need break intervals in order to continue working well. Another way of boosting the morale of healthcare workers is to encourage employees to pursue their hobbies and engage in volunteering services. Morale is boosted when employees engage in hobbies and volunteering services, and so is the overall productivity of the healthcare organization (Platis et. al., 2015).

Lastly, employees originate from the cultural background and have different values. As such, the hospital should implement policies that see the appreciation of the different values and culture of the workers. In that vein, the administration must build on an overall culture in an attempt to engage and motivate the healthcare workforce Corporate. In this case, aligning all employees around a single vision as well as a meaningful purpose will improve their overall motivation. Furthermore, the creation of the desired culture in a healthcare organization is boosted by communication and intrinsic rewards (Shah et al., 2016).

Part II: Physician Motivation

Do you think money motivates physician behavior as powerfully as it does other healthcare employees?

In as much as money is the motivator in every workplace, physicians are highly motivated by the desire to deliver quality healthcare to a defined patient group professionally. As such, we can undoubtedly conclude that money is not the only sole motivator of physician behavior. Additionally, healthcare legislation has drafted policies that ²include Medicare's Physician Quality Reporting Initiative (PQRI) in order to motivate physicians and the healthcare team. Again, the physicians are human beings, and as such, they are too driven by the desire to do what is right and direct fate. Therefore, money is not the only motivator (Lubarsky et al., 2019).

Would it matter if the physician is employed by the hospital or is an independent practitioner?

The work schedules of the physician employed by a hospital vary with those employed by an independent practitioner. However, the sole mandate of all physicians is to deliver quality healthcare regardless of the employer. As such, I am of the view that it will not matter if the physician is employed by the hospital or is an independent practitioner.

Does fee-for-service reimbursement increase or decrease the motivation money provides to physicians? What about receiving a straight salary instead? Support your opinions.

Fee-for-service reimbursement decreases the motivation money brings to physicians in that patient are likely not to show up for screening services. As such, the physicians will not get

paid as such patients until they are sick to show up for treatment. In that vein, the prevention efforts and opportunities to screen people who at risk of disease are compromised purely by the fee-for-service reimbursement program. Such challenges are taken care of by offering a straight salary to physicians at the end of the month. Again, implementation of policies that see provision differential regarding the cost as well as the cost of healthcare boosts the overall motivation of the doctors (Lubarsky et. Al., 2019).

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