

The Organizational Structure Of WMH

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Introduction

Organizational structure plays an essential role in any organization. If an organizational structure of any organization suits the function and purpose of an organization, it is a symbol of strength; if the organization structure of any organization contradicts with the purpose and function of any organization, it creates a problem and the organization cannot perform its proper function; this structure creates a weakness for the organization. Every organization has some limitations, and the success of the regulatory structure of every organization is uncertain. If the organizational structure is successful, one organization is successful and gives excellent results (Laloux, 2014). It is not guaranteed that this structure will have an effect on other organizations where the situation is different. An organizational structure that is failing in one organization may give good results in another organization.

This is a need for organizations to adopt those organizational, functional structures that are according to the demand that addresses the purpose and function of the organization or helps to achieve the objectives of the organization (Fiorio, Gorli & Verzillo, 2018). Every organizational structure has some limitations; sometimes, this limitation helps the organization achieve its goals, and sometimes, this limitation creates a hurdle to achieving its objectives.

The current organizational structure of WMH is a democratic structural model; this model of the organizational structure has a rate of formalities. This structural model does not suit WMH because WMH needs to change its structural model and adopt another structural model that helps to achieve the objectives of the WMH easily (Fiorio, Gorli & Verzillo, 2018). In the bureaucratic organizational structure model, there is a lot of formality, and it is challenging to bring a change to WMH (Laloux, 2014). The bureaucratic model takes time to bring change to the organization. If you want changes in the organization that are necessary for the organization, they will help the organization achieve its objectives and support performing functions correctly.

The current functional structure is an old and weak structure of the hospital. It demands time to update and modify the functional structure of the hospital according to the required time. There is a need and time demand that you change your organizational composition according to the needs and necessity; it will help to perform your functional accurately (Laloux, 2014).

The organizational structure of any organization or company plays an essential role in the functions that are performed by the company. There are many examples where a weak structure causes many problems and negatively affects the performance of the organization. If there is a sound organizational structure in any organization, and they are well-coordinated, you see a positive

change(Laloux, 2014). Organizational structure is the backbone of any organization or company.

The Strengths And Limitations Of The Bureaucratic Functional Model

Strengths:

The bureaucratic organizational structural model is very organized. In more organizations, this model is adopted because the ratio of mistakes and wrong decisions is very minimal.

Limitations:

The current organizational model of WMH is a bureaucratic style, and the bureaucratic, structural model is very organized and has a high degree of formality. Due to the high formality rate, this model causes many problems. When the rate of decorum is high, it will slow the process of development, and decisions take extra time, which causes many problems(Laloux, 2014). WMH needs improvement according to the needs of the time, and it will require that WMH upgraded, but due to the bureaucratic model, this process is prolonged, and it creates many problems.

WMH Goals And Objective:

Every primary hospital's objective is to provide better health facilities to patients and provide an environment that is patient-friendly and helps patients recover quickly. WMH's goals and purpose are to provide better health facilities to the people and an excellent and patient-friendly environment, but due to fewer resources, it cannot be easy to achieve their objective currently. WMH needs to extend the capacity of the hospital to fulfill the growing needs of the large population(Laloux, 2014). Currently, WMH has 130 beds, which meets the requirement of the community ten years ago, but due to the massive increase in population during the last ten years, it is difficult for WMH current capacity to provide better health facilities for the people. To give better health facilities to the community, it is demanded that we extend WMH from 130 beds to 250, fulfilling the needs of a growing population. An increase in the number of beds will help to achieve their goals and objectives(Arndt & Bigelow, 1995). The current organizational structure takes a lot of formality that can create hurdles to bring changes in the construction of the WMH.

Another demand is that the state provides high-quality and unique treatment for advanced diseases that would not be possible with the current resources. Time demands that WMH hire a new expert staff and new technology that will help WMH achieve its goals and objectives. There are many new health problems, and the current structure cannot solve these problems. Time demands that changes may come at a large scale that will help WMH to achieve its goals and objectives(Arndt & Bigelow,

1995).

There are many health problems, such as cancer, pediatric, cardiovascular, renal services, trauma services, aged care, community services, etc. WMH is currently not in a position to provide advanced health facilities to patients with these diseases (Fiorio, Gorli & Verzillo, 2018). To give advanced health facilities, WMH needs to bring changes according to the needs and demands of time.

The current environment of hospitals is not patient-friendly; patients face many problems with basic health needs, and organizations do not have the capacity to give advanced and proper health facilities to patients because there is a lack of resources. WMH faces a lack of resources. It is a high hurdle that cannot meet WMH's aims, objectives, and goals.

The mission of WMH is to give better health facilities to the people, but it is tough for WMH to give better health facilities in this situation where WMH faces a shortage of resources that cannot be enough to fulfill the needs of WMH (Fiorio, Gorli & Verzillo, 2018). The current organizational structure is old and traditional which is not applicable in an existing scenario where time demands a lot of changes in the structure.

Importance Of The Organization's Mission, Goals, And Objectives:

The organizational structure is a body that defines powers and functions in any organization that helps in the smooth running of an organization or company. It will help a company how to meet the challenge and full the required demands. Avery's organization has a well-defined organizational structure.

The Divisional Organizational Structure That Might Better Suit The WMH:

Every organization needs a function that helps to achieve its objectives. The old traditional organizational model is not in a position that will help WMH achieve its [aims and objectives](#). The new regulatory model, "the divisional organization structure," is better in a place that allows WMH to achieve its goals and objectives (Arndt & Bigelow, 1995). In this model, there is a low rate of formalism, and the decision-making process is easy as compared to the old bureaucratic, structural model in which the rate of formality is too high, and it is tough to make new decisions that are the demand of time (Laloux, 2014).

We need to change our organizational structure according to the needs of the time, and that will help us to handle modern challenges and issues. WMH has financial resources, and it is the demand that the hospital that has 130 beds does not fulfill the requirements of the people (Fiorio, Gorli & Verzillo,

2018). Due to the high increase in population, it is the demand of time, which we upgraded the hospital to 250 beds and also increased other facilities that are needed. It is necessary that we open new care center specialty services, including cancer, pediatric, cardiovascular, renal services, trauma services, and aged care and community services (Laloux, 2014).

The divisional Organizational Structure model that might better suit the WMH. In the new structural setup, there are separate administrative services, informational services, therapeutic services, diagnostic services, and support services (Fiorio, Gorli & Verzillo, 2018). Each of them does not interfere with the functions of the others, and they are sovereign in the decision-making process. It will help to enhance the effectiveness of the WMH and meet modern demands and challenges that face WMH.

Conclusion:

Organizational structure plays a vital role in any organization. If a regulatory structure of the organization is right and help the organization to achieve their goal,s it is the strength of the organization if the organization structure of the organization cannot support the organization to achieve their goals and objective it creates weaknesses. Organizational structure plays an essential role in any organization. Behind every success and failure, there is the hand of the structural body of any organization. In the hospital, there is an organizational structure that helps to run the affairs of the hospital smoothly.

The current organizational structure of WMH is old and traditional, and it cannot meet the demands of modern times and help WMH achieve its objectives. A divisional regulatory structure hospital is well managed and fulfills the needs and challenges. Organizational structure is the backbone of any organization. The divisional Organizational Structural model might better suit the WMH as compared to the bureaucratic structural model and help the WMH to achieve their objectives and goals.

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