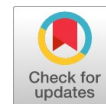


# Organization of Hospitals: Essential in Promoting Community Well-Being

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**Abstract:** *The individuals, belonging to all communities, categories and socio-economic backgrounds, are overwhelmed by different types of health problems and illnesses. These are overwhelming for individuals who are often required to make frequent hospital visits. Within hospitals and medical facilities, medical care must be readily available to provide treatment to individuals. The hospital's services and overall management must be implemented in a well-organised manner. The members are required to work collaboratively and integrate their efforts to carry out tasks and activities efficiently. In urban communities, these are well-developed, whereas in rural communities, they are not. Hence, rural individuals are required to migrate to urban communities to receive treatment for their health problems and illnesses. There should be recruitment of well-qualified and experienced medical practitioners and healthcare specialists. Furthermore, provision should be made for the use of modern, scientific, and innovative methods and materials in the implementation of various job duties and responsibilities. As a consequence, individuals will make a significant contribution to implementing multiple tasks and activities in a well-organised and systematic manner. Therefore, organization of hospitals is essential in promoting community well-being. The main concepts considered are understanding the meaning and significance of hospital organisation, identifying factors that highlight the organisation of hospitals, and implementing measures to ensure a well-ordered organisation of hospitals.*

**Keywords:** *Communities, Health Problems, Hospitals, Individuals, Measures, Organization, Well-ordered Manner*

## I. INTRODUCTION

A hospital is a complex organisation or institution that provides medical and healthcare services to individuals. In India, over 70 per cent of the population resides in rural communities. In these communities, medical and healthcare facilities are not well-developed. Hence, to acquire these, individuals migrate to urban communities. In urban communities, hospitals and healthcare centres are well-developed. Medical practitioners and healthcare specialists are required to utilise machinery and equipment to effectively carry out their job duties in a well-organised and systematic manner.

The hospitals are utilising various modern, scientific, and innovative methodologies and materials in the implementation of tasks and activities. As a consequence, individuals will be able to undertake their functions and activities in a disciplined manner. One of the critical aspects that needs to be taken into account is the need to acquire an efficient understanding of the concepts. Furthermore, engaging in regular practice will facilitate the achievement of desired goals. Therefore, the utilisation of modern, scientific, and innovative methodologies and materials facilitates the satisfactory organisation of hospitals.

In the organisation of hospitals, individuals are required to implement management functions effectively. The different types of management functions include planning, organising, staffing, directing, controlling, leading, and coordinating. The individuals in charge are required to implement these functions in a well-ordered and disciplined manner. Furthermore, other members also need to be well-versed in these terms to carry out their tasks satisfactorily. All members are required to work in collaboration and integration with one another to implement all types of functions and activities in a satisfactory manner (Chapter 1, n.d.) [1]. Individuals are required to possess a thorough understanding of their job duties and responsibilities. Furthermore, they need to be well-informed about various methodologies and procedures. These are to be implemented in a well-ordered and disciplined manner, performing one's job duties effectively. As a consequence, desired outcomes will be generated. Therefore, it is well understood that implementing management functions will adequately facilitate the organisation of hospitals.

### A. Understanding the Meaning and Significance of the Organization of Hospitals

It is understood that individuals, belonging to all communities, categories and socio-economic backgrounds, experience various types of health problems and illnesses. Some of these conditions include joint pain, high blood pressure, low blood pressure, headaches, backaches, kidney disorders, heart problems, visual impairments, hearing impairments, and so forth. These are experienced in a major or minor form (Kumar, 2011 [3]). Individuals visit hospitals and consult with medical practitioners and healthcare specialists to treat health problems and illnesses.

The utilisation of different types of pioneering methods and materials will facilitate individuals in carrying out their tasks and activities in a satisfactory manner. The primary benefit is that medical practitioners and healthcare specialists will be able to carry out their job duties efficiently. Furthermore, patients from all age groups will benefit comprehensively. Therefore, individuals will

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be able to acquire an efficient understanding of the meaning and significance of hospital organisation when the utilisation of pioneering methods and materials is advantageous to patients. The individuals, belonging to all age groups, are overwhelmed by various types of psychological problems of anger, stress, anxiety, frustration and depression. These are experienced in a major and minor form. These problems are unfavourable to individuals not only from a psychological perspective, but also affect their physical health conditions. Individuals visit hospitals and consult with medical practitioners and healthcare specialists to obtain counselling and guidance services. These facilitate coping with various types of psychological problems. Furthermore, these need to be prevented from creating impediments during the implementation of multiple tasks and activities. The analysis is conducted in terms of the causes of problems. After the study is completed, functional solutions can be put into practice. As a consequence, individuals will not only promote good health, both physically and psychologically, but they will also make an essential contribution to the upgradation of overall personality traits. Therefore, one can acquire an understanding of the meaning and significance of hospital organisation when medical practitioners and healthcare specialists provide counselling and guidance services. Hospital management is regarded as a subject. In schools and higher educational institutions, this is an important subject that is taught to students. It is an accumulated body of knowledge that can be learned in some places. The broad speciality is health management, including hospital management. After completing the program, students are awarded diplomas and degrees. Organisations are offering both short-term and long-term courses. To promote student learning in a well-ordered and satisfactory manner, it is of utmost importance to enhance instructional strategies, teaching and learning methods, and teaching and learning materials. Furthermore, emphasis needs to be placed on promoting the enrichment of curriculum and instructional strategies. In this academic program, the central concepts highlighted are the meaning of a hospital, the meaning of hospital management, the evolution of hospitals, the history of hospitals, changing concepts of hospitals, the types of hospitals, the roles of hospital administrators, the functions of hospital management, and the services provided by hospitals. Therefore, an understanding of the meaning and significance of hospital organisation is acquired when this subject gains prominence in educational institutions.

### B. Factors Highlighting the Organization of Hospitals

Hospitals are considered important institutions within all communities throughout the country. These initiatives promote individual and community well-being. Health is wealth. Individuals from all communities, categories, and socio-economic backgrounds are required to promote good health and well-being, both physically and psychologically. Hence, hospitals are considered institutions that facilitate the implementation of various job duties, promoting the good health and well-being of individuals. The individuals, belonging to all communities, categories and socio-economic backgrounds, are required to be well-informed in

terms of measures and approaches that are necessary in promoting good health, physically as well as psychologically (Nair, Leena, & Ajithkumar, 2016 [4]).

Adequate information is generated through visits to hospitals and consultations with medical practitioners and healthcare specialists. Medical practitioners, healthcare specialists, and other staff members need to be recruited in a well-organised manner. They are required to possess adequate information regarding job duties and methodologies that are essential to generate the desired outcomes. Individuals are required to be well-versed in the crucial factors that facilitate the organisation of hospitals. These are stated as follows:

### C. Recruiting Well-Qualified Staff Members

The primary objective of hospitals is to provide medical and healthcare facilities that promote the good health and well-being of individuals. It needs to be promoted from both physical and psychological perspectives. Within hospitals, numerous staff members are employed in various positions within the hierarchy. When recruitment and selection processes are conducted, multiple factors must be considered, including educational qualifications, skills, abilities, competencies, and work experience. When individuals are required to perform all types of job duties and responsibilities, they are expected to experience an upgrade in motivation levels. As a consequence, their mindsets will be stimulated, and they will put in their best efforts to carry out all their tasks and activities in a satisfactory manner. The interview is a crucial technique used to recruit highly qualified staff members. In the interviews, both open-ended and closed-ended questions are asked. Open-ended questions require elaborate answers, whereas closed-ended questions require one-word answers. Therefore, recruiting well-qualified staff members is regarded as one of the most indispensable factors in a hospital organisation.

### D. Being Well-Versed Regarding Job Duties and Responsibilities

Medical practitioners, healthcare specialists, and other staff members need to be recruited in a well-organised manner. They are required to possess a thorough understanding of job duties and responsibilities. Furthermore, they are necessary to augment their information regarding methodologies.

These refer to the essential ways to generate the desired outcomes. Individuals are required to be well-versed in the noteworthy factors that facilitate the satisfactory implementation of job duties and responsibilities. As a consequence, there will be an upgrade of the overall structure of the hospitals. When working with patients, performing surgeries, and so forth, it is essential to be cautious and well-informed about various techniques and procedures. Additionally, the organisation of hospitals will be conducted adequately. Hence, throughout one's job to succeed, it is of utmost significance to be well-informed in terms of all types of job duties and responsibilities. One of the critical aspects is that one needs to be well-versed in the traits of morality, ethics, diligence, and



conscientiousness. Therefore, being well-versed in job duties and responsibilities is one of the significant factors that highlight the organisation of hospitals.

## II. HONING PROFESSIONALISM

Medical practitioners, healthcare specialists, and other healthcare staff members need to recognise the importance and significance of professionalism. To successfully fulfil their job duties, achieve desired goals, and promote hospital enhancement, individuals need to ensure they recognise the meaning and importance of professionalism. Professionalism is defined as the proficiency, expertise, and efficiency required for the implementation of various tasks and activities (Jayasutha, n.d.) [2]). All members are required to possess a thorough understanding of their job duties and responsibilities. Furthermore, they need to augment their information regarding methodologies, procedures, and techniques. It is generally understood that there are various types of dilemmas and challenging situations. Hence, honing of professionalism will facilitate satisfactory coping with these. Furthermore, throughout one's career, it is essential to be well-versed in moral traits, ethics, diligence, and conscientiousness. As a consequence, all members will experience job satisfaction and make a necessary contribution to retaining their jobs. Therefore, honing professionalism is a crucial factor in hospital organisations.

### A. Augmenting Competencies and Abilities

All members, regardless of their position in the hospital, are required to emphasise augmenting different types of competencies and abilities. These will facilitate all members in generating information on job duties and responsibilities. Furthermore, data is supplemented with methodologies, procedures, and techniques. Throughout one's career, it is essential to work diligently to enhance one's competencies and abilities. Some of the functional competencies and abilities that are put into operation by members within hospitals are, decision-making, time-management, problem-solving, analyzing, leading, controlling, organizing, management, administration, emotional intelligence, systems thinking, possessing the abilities to work under stress, putting in efforts to one's best abilities, utilizing modern, scientific and innovative methods and materials and carrying out their tasks and activities in an adequate manner. Furthermore, one will be able to contribute to augmenting traits of morality, ethics, diligence and conscientiousness. As a consequence, all members will experience job satisfaction and make an essential contribution to retaining their jobs. Furthermore, one will be able to meet the expectations of individuals in leadership positions. Therefore, augmenting competencies and abilities is a key factor in hospital organisation.

### B. Being Well-Versed Regarding Pioneering Methodologies and Materials

Medical practitioners and healthcare specialists are required to use devices, apparatus, machinery, and equipment to carry out their job duties in a well-ordered and disciplined manner. Other types are maps, pictures, images, models, structures, designs, tools and various types of

technologies. Hospitals within urban communities are utilising various pioneering methodologies and materials to implement different tasks and activities in a well-organised manner. As a consequence, individuals will be able to undertake their functions and activities in a disciplined manner. Their utilisation in an appropriate manner will be beneficial to both patients and all staff members. One of the crucial aspects that needs to be taken into account is acquiring an efficient understanding of the concepts. Furthermore, engaging in regular practice will facilitate the achievement of desired goals and objectives. Hence, the utilisation of pioneering methodologies and materials is facilitating the satisfactory organisation of hospitals. Therefore, being well-versed in pioneering methods and materials is a crucial factor in hospital organisation.

### C. Implementing Management Functions

In the organisation of hospitals, individuals are required to implement management functions effectively. The different types of management functions include planning, organising, staffing, directing, controlling, leading, and coordinating. All members, regardless of their job positions in the hierarchy, are required to be well-versed in effectively implementing management functions. Individuals in leadership positions are needed to implement these functions in a well-ordered and disciplined manner. They are required to work in collaboration and integration with each other in putting into operation all types of tasks and activities in a satisfactory manner. Individuals are required to possess a thorough understanding of their functions and responsibilities. Furthermore, they need to be well-informed about various methodologies and procedures. These are to be implemented in a well-ordered and disciplined manner, performing one's job duties effectively. As a consequence, desired outcomes will be generated.

Hence, it is well understood that implementing operational management functions will adequately facilitate the organisation of hospitals. Therefore, implementing practical management functions is a productive factor that highlights the organisation of hospitals.

### D. Treating Health Problems and Illnesses

Individuals, belonging to all age groups, communities, categories and socio-economic backgrounds, experience various types of health problems and illnesses. Some of these are pain in the joints, high blood pressure, low blood pressure, headaches, backaches, kidney disorders, heart problems, visual impairments, hearing impairments, speech disorders, and so forth. These are experienced in a major or minor form. Individuals visit hospitals and consult with medical practitioners and healthcare specialists to treat various health problems and illnesses. The utilisation of different types of modern, scientific, and innovative methods and materials will facilitate individuals in putting their tasks and activities into practice in a satisfactory manner. As a consequence, these will reduce the treatment of various types of health problems and illnesses. Furthermore, the well-being of patients will be promoted. Medical



practitioners and healthcare specialists need to develop motivation to carry out their job duties and responsibilities efficiently. Moreover, patients from all age groups will benefit comprehensively. Therefore, treating health problems and illnesses is a significant factor that highlights the organisation of hospitals.

### E. Providing Counselling and Guidance Services

The individuals, belonging to all age groups, are overwhelmed by various types of psychological problems of anger, stress, anxiety, frustration and depression. These are experienced in a major and minor form. These problems are unfavourable to individuals, not only from a psychological perspective, but also affect their physical health conditions. Individuals visit hospitals and consult with medical practitioners and healthcare specialists to obtain counselling and guidance services. These facilitate coping with various types of psychological problems. Furthermore, these need to be prevented from creating impediments during the implementation of multiple tasks and activities. The analysis is conducted in terms of the causes of problems. After the analysis is conducted, one can implement functional solutions to prevent all types of issues from assuming a significant form. As a consequence, individuals will not only promote good health, both physically and psychologically, but they will also make an essential contribution to the upgradation of overall personality traits and standards of living. Therefore, providing counselling and guidance services is a valuable aspect of a hospital organisation.

## III. IMPLEMENTING PATIENT CARE

Implementing patient care is regarded as one of the primary objectives of all types of hospitals. When patients visit hospitals, they need to be communicated with satisfactorily. Medical practitioners and healthcare specialists are required to document the causes of all their patients' health problems and illnesses. Afterwards, medical facilities need to be provided in a well-organised manner. Factors such as diet, nutrition, and medication need to be addressed appropriately. Individuals visit hospitals and consult medical practitioners and healthcare specialists to treat various health problems and illnesses. Medical practitioners and healthcare specialists need to be well-informed about modern, scientific, and innovative methods and materials. The utilisation of different types of modern, scientific, and innovative methods and materials will facilitate individuals in putting various tasks and activities into practice in a satisfactory manner. As a consequence, not only will patients benefit, but enhancements will also take place in the overall structure of the hospitals. Therefore, implementing patient care is a significant factor in the organisation of hospitals.

### A. Providing Infrastructure, Amenities and Facilities

Within hospitals, it is of utmost importance to provide infrastructure, amenities, and facilities. All individuals, irrespective of their age group, take pleasure in being in hospitals where these services are available. Individuals in leadership positions are required to manage financial

resources effectively. These are the monetary resources necessary for making these provisions. Furthermore, these also facilitate the recruitment of cleaning custodians and service providers. The different types of infrastructure, amenities, and facilities include power supplies, water supplies, restrooms, clean drinking water, furniture, heating and cooling equipment tailored to the weather conditions, communication networks, transportation facilities, tools, devices, apparatus, and various types of technologies. As a consequence, all the members will feel comfortable within hospitals. Furthermore, their mindsets will be stimulated, and they will enhance their motivation and concentration levels to implement all tasks and activities effectively. All members are required to be well-informed about various measures that can be implemented to manage these effectively. Therefore, providing infrastructure, amenities, and facilities is a valuable factor in highlighting the organisation of hospitals.

### B. Maintaining Cleanliness

Maintaining cleanliness is regarded as one of the indispensable areas in all types of hospitals. All members are required to be well-informed about the various measures that can be implemented to maintain cleanliness. The ramps, corridors, elevators, machinery, equipment, tools, devices, apparatus, furniture, doors, windows, infrastructure, amenities, and facilities should all be clean.

The cleaning custodians and service providers are recruited, who are vested with the authority and responsibility of carrying out the function of cleaning in a satisfactory manner. As a consequence, all the members will feel comfortable within hospitals. Furthermore, their mindsets will be stimulated, and they will enhance their motivation and concentration levels towards implementing all types of jobs and activities. All members, regardless of their position, are required to be well-informed about the various measures to be implemented for maintaining cleanliness. For example, they keep rags and use them to clean their desks when they come to work. The staff members do not always wait for cleaning custodians. Therefore, maintaining cleanliness is a crucial factor in highlighting the organisation of hospitals.

### C. Acknowledging Hospital Management as a Subject

Hospital management is regarded as a subject. In schools and higher educational institutions, this is an important subject that is taught to students. The primary objective is to educate students about the importance of maintaining good health and the necessity of paying attention to it throughout their lives. Hospital management is an accumulated body of knowledge that can be learned in some places. The broad speciality is health management, including hospital management. After completing the program, students are awarded diplomas and degrees. There are organization of short-term and long-term courses. To promote student learning in a well-ordered and satisfactory manner, it is of utmost importance to enhance instructional strategies, teaching and learning methods, and



teaching and learning materials. In this academic program, the central concepts highlighted are the meaning of a hospital, the meaning of hospital management, the evolution of hospitals, the history of hospitals, changing concepts of hospitals, the types of hospitals, the roles of hospital administrators, the functions of hospital management, and the services provided by hospitals. Therefore, it is understood on a comprehensive basis that acknowledging hospital management as a subject is a crucial factor in highlighting the organisation of hospitals.

#### **D. Measures to be Implemented in the Organization of Hospitals in a Well-Ordered Manner**

In India, throughout the country, in both urban and rural communities, programs have been formulated to facilitate the organisation of hospitals. The primary objective of all types of hospitals is to promote the good health and well-being of individuals. It needs to be promoted from physical as well as psychological perspectives (Narcolepsy, 2020 [5]). All members within hospitals are required to be well-versed in the measures to be implemented for the organisation of hospitals in a well-ordered manner. These individuals make wise and productive decisions, provide solutions to various problems satisfactorily, leading to an upgrade in motivation and concentration levels, and create an amiable and pleasant environment. These are stated as follows:

#### **E. Making Wise and Productive Decisions**

The decision-making processes are an integral part of a hospital organisation. Individuals in leadership positions are vested with the authority and responsibility of implementing the decision-making functions. The various areas that require decision-making include job duties, methodologies, procedures, techniques, approaches, recruitment and selection methods, management of financial, human, technical, material, and information resources, infrastructure, amenities, and facilities, among others. In the implementation of decision-making processes, the most suitable and worthwhile alternatives are selected. Individuals need to emphasise augmenting their analytical and critical-thinking skills to implement decision-making functions effectively. The decisions made need to be flexible. In other words, changes can be brought about in a manageable manner. Therefore, making wise and productive decisions is regarded as one of the indispensable measures to be implemented in the organisation of hospitals in a well-ordered manner.

#### **F. Providing Solutions to Various Problems Satisfactorily**

The occurrences of various types of problems are regarded as apparent. The multiple factors in terms of which issues take place are, job duties, methodologies, procedures, techniques, approaches, recruitment and selection methods, work pressure, unawareness in terms of various factors, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities and facilities and so forth. Different types of problems are experienced in either a major or minor form. All members need to be well-informed in terms of problem-solving skills. These facilitate the identification of the causes of problems.

After the causes are identified, one needs to provide solutions to these in a satisfactory manner. Furthermore, it is essential to ensure that these do not create impediments during the implementation of various tasks and activities. Therefore, providing solutions to multiple problems satisfactorily is one of the significant measures that should be implemented in hospital organisations in a well-ordered manner.

#### **G. Leading to Up-Gradation of Motivation and Concentration Levels**

All members are required to be well-versed in their job duties and responsibilities. Furthermore, they need to be well-informed about different types of methodologies, which are necessary for carrying out all job duties in a well-ordered and disciplined manner. In addition, they need to ensure that these get completed within the required timeframe. The possession of adequate information will facilitate individuals in leading to an upgradation of motivation and concentration levels.

Furthermore, within the environmental conditions, there should be provision of infrastructure, amenities and facilities. Due to these factors, all members and patients will feel at ease. As a consequence, the mindsets of all members will be stimulated, and they will put in their best efforts towards their job duties and responsibilities. Therefore, leading to an upgradation of motivation and concentration levels is an expedient measure to be implemented in hospital organisations in a well-ordered manner.

#### **H. Creating an Amiable and Pleasant Environment**

In creating an amiable and pleasant environment, all members need to be well-informed in terms of various factors, i.e. being well-versed regarding job duties and responsibilities; being well-equipped regarding methods and procedures; honing professionalism; augmenting competencies and abilities; being well-versed regarding pioneering methodologies and materials; implementing management functions; managing financial, human, technical, material and information resources; providing infrastructure, amenities and facilities; inculcating the traits of morality and ethics and implementing the qualities of diligence, resourcefulness and conscientiousness. The reinforcement of all these factors will facilitate the creation of a pleasant and amiable environment within hospitals. One of the critical aspects that needs to be taken into account is that individuals need to communicate with each other in a decent and respectful manner. Furthermore, psychological problems of anger, stress, anxiety, frustration and depression should be curbed. As a consequence, the structure will also undergo an upgrade. Therefore, creating an amiable and pleasant environment is a meaningful measure to be implemented in hospital organisations in a well-ordered manner.

### **IV. CONCLUSION**

In both urban and rural communities throughout the country, the organisation of hospitals is an important area. Factors highlighting



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the organization of hospitals are, recruiting well-qualified staff members, being well-versed regarding job duties and responsibilities, honing professionalism, augmenting competencies and abilities, being well-versed regarding pioneering methodologies and materials, implementing management functions, treating health problems and illnesses, providing counseling and guidance services, implementing patient care, providing infrastructure, amenities and facilities, maintaining cleanliness and acknowledging hospital management as a subject. Measures to be implemented in the organisation of hospitals in a well-ordered manner include making wise and productive decisions, providing solutions to various problems satisfactorily, leading to an upgradation of motivation and concentration levels, and creating an amiable and pleasant environment. Finally, it can be stated that the organisation of hospitals is essential in promoting the well-being of communities and nations.

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