

CHAPTER 2

Management and Motivation

Nancy H. Shanks

LEARNING OBJECTIVES

By the end of this chapter the student will be able to:

- Define the concepts for understanding the concept of motivation, particularly what and what motivates employees.
- Provide an overview of the different theories of motivation.
- Identify extrinsic and intrinsic factors that impact motivation.
- Assess discrepancies about motivation and,
- Suggest strategies to enhance employee motivation.

INTRODUCTION

Managers are continuously challenged to motivate a workforce to do new things. This first challenge is to motivate employees to work toward helping the organization achieve its goals. The second is to motivate employees to work toward achieving their own personal goals.

Motivating the minds and achieving the goals of both the employee and the employer is often difficult for managers in all types of organizations. In health care, however, this is often more difficult, in part as a result of the complexity of health-care organizations, but also as a function of the wide array of employees who are employed by or work collaboratively with

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Steven A. Finkler, Christina M. Graf



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Conference Proceedings. The Future of Education Pixel,2017 **Continuous Improvement Strategies** Anthony Matthew Hopper,2018-02-15 During this era of continuous improvement healthcare organizations need to be staffed by engaged motivated and hard working frontline employees As these clinical and non clinical personnel handle most of the important tasks in any organization and are often the people who directly interact with patients and customers it s the job of managers to oversee and motivate their staff members Using Lean management strategies this easy to read book for leaders and managers provides useful insightful and innovative information to help managers engage motivate and retain their employees during any Lean or other continuous improvement initiative **Theoretical Basis for Nursing** Melanie McEwen,Evelyn M. Wills,2017-12-28 Access the essential information you need to understand and apply theory in practice research education and administration management The most concise and contemporary nursing theory resource available Theoretical Basis for Nursing 5th Edition clarifies the application of theory and helps you become a more confident well rounded nurse This acclaimed text is extensively researched and easy to read giving you an engaging approachable guide to developing analyzing and evaluating theory in your nursing career **Organization Development in Healthcare** Jason A. Wolf,Mark J. Moir,Heather Hanson,Leonard H. Friedman,Grant T. Savage,2011-07-12 This collection of critical ideas relating organization science to operations and accomplishments in the health care environment provides a thematic guide for leaders practitioners academics and administrators It pulls in a broad cross section of perspectives on the important linkage of scholarship and practice with a solid global perspective **Management in Nursing** Elaine La Monica Rigolosi,1990

Pharmacy Management: Essentials for All Practice Settings, Fifth Edition David P. Zgarrick,Shane P. Desselle,Greg Alston,Leticia R. Moczygemba,2019-11-29 The leading text on pharmacy management updated to reflect the latest trends and topics Pharmacy Management is a comprehensive textbook that combines evidence based management theories with practical solutions for the issues pharmacists face every day Enhanced by input from educators researchers students and practicing pharmacists the Fifth Edition addresses the evolving role of pharmacists in today s every changing environment Covering the gamut of activities performed by pharmacists from managing money to managing personal stress this complete guide explains vital pharmacy management topics across all practice settings Featuring material derived from the best and most contemporary primary literature Pharmacy Management focuses on learning the skills essential to the everyday practice of pharmacy Long after readers have completed pharmacy school they will turn to Pharmacy Management for answers to make their practice more professionally rewarding and personally enriching Market Physical Therapy students 30 000 USA New Chapters Ethical Decision Making and Problem Solving Negotiating and Pharmacy Technicians Covers all aspects of pharmacy management from managing money and people to personal stress Management and Leadership for Nurse Managers Russell C. Swansburg,1990 **Pharmacy Management: Essentials for All Practice Settings: Fourth**

Edition Shane P. Desselle, David P. Zgarrick, Greg Alston, 2016-06-05 1 Pharmacy Management Text As pharmacy practice moves from a product orientation to a patient orientation there are unique challenges that arise in managing the value added services that pharmacists are developing to meet patient needs in medication therapy management A section of this book is dedicated to the planning implementation and reimbursement of these new patient care services offered by pharmacists Several chapters are dedicated to describing the risks inherent in pharmacy practice and the impact that laws regulations and medication errors have on pharmacy management The final section describes how management functions are applied in specific pharmacy practice settings independent chain health systems managed environments safety net operations and settings in unique health systems HOW EACH CHAPTER IS ORGANIZED Each chapter is divided into several sections to facilitate the reader's understanding and application of the material Chapters begin with a list of learning objectives that outline the major topics to be addressed A brief scenario is used to describe how a pharmacy student or pharmacist may need or apply the information described this chapter in their daily lives or practice Questions at the start of each chapter provide direction and assist the reader in understanding what they can expect to learn The text of each chapter provides comprehensive coverage of the content and theory underlying the major concepts References to the management and pharmacy literature are commonly used to provide readers with links to additional background information Explanations and applications are also used to help readers better understand the need to master and apply each concept Questions at the end of each chapter encourage readers to think about what they have just learned and apply these concepts in new ways WHAT STUDENTS WILL GAIN FROM THIS BOOK If you are a pharmacy student this book will help you gain an appreciation for the roles of management in pharmacy practice regardless of your future position or practice setting This book will also provide you with a variety of management theories and tools that you can apply in your daily life For educators this book has been designed as a comprehensive pharmacy management textbook As a whole it is meant to be used in survey courses that cover many areas of pharmacy management The section format also allows the book to be used in courses that focus on specific pharmacy management functions or topics The sections and content of each chapter are meant not only to provide valuable information that is easy for students to understand but also to stimulate further discussion and motivate students to learn more on their own

Managing and Coordinating Nursing Care Janice Rider Ellis, Celia Love Hartley, 2000 Designed to teach students to apply effective decision making budgeting and general patient management skills to real world practice situations this hands on text uses a direct approach to this fundamental area of nursing practice Emphasis on critical thinking and collaborative decision making makes this an ideal resource for students seeking to build problem solving and management abilities The text also discusses ways in which the nurse's role is affected by today's changing healthcare system Objectives key terms and key concepts are included to aid in review

Medical and Health Care Books and Serials in Print, 1987 **Subject Guide to Books in Print**, 1997 Educational Psychology Ernest T. Goetz, Patricia A.

Alexander, Michael J. Ash, 1992 Reflecting current views on cognition this book examines educational psychology from the perspective of actual classroom practice focusing on the need to view the classroom teacher as an educational problem solver

Understanding and Managing Organizational Behavior Jennifer M. George, Gareth R. Jones, 2002 For courses in Organizational Behavior Human Relations and Industrial Psychology George Jones offers comprehensive concept coverage and a focus on only the most current proven theories This edition offers a wealth of learning tools that actually show students how OB can help them become better managers

EBOOK Health Promotion Garry Egger, Ross Spark, Rob Donovan, 2015-03-06 Health Promotion Strategies and Methods Third Edition is the essential guide to developing effective health programs for the Australian population The book presents the key principles of health promotion and demonstrates how they can be applied This new edition provides a structured approach to devising health programs by focusing on planning development and implementation It also clearly explains the differences in individual group and mass population approaches to health intervention and prevention programs This is a practical introduction for health practitioners and students in public health health sciences medicine nursing and epidemiology Key features thoroughly revised and updated to reflect current health practices and incorporating the latest references focuses on developing targeted strategies and techniques written by Australian authors who are leaders in the field useful tips summaries and case studies throughout concise and accessible style

Core Concepts in Advanced Practice Nursing Denise L. Robinson, Cheryl Pope Kish, 2001 Developed specifically for masters level nursing courses this information packed text addresses nearly all core content subjects of the graduate curriculum It contains information on health care policy organization of the health care delivery system health care financing ethics professional role development theoretical foundations of nursing practice human diversity and social issues and health promotion and disease prevention Written by experts each chapter includes an overview of the topic definitions of relevant terms review and history of the literature critical issues priorities for research future directions implications for advanced practice nursing critical thinking activities and suggestions for further learning

Nursing Assessment and Diagnosis Janis P. Bellack, Barbara Edlund, 1992 A comprehensive approach to assessment and diagnosis from a nursing perspective The first edition Nursing Assessment a Multidimensional Approach 1984 pioneered a nursing model for assessment in contrast to the body systems models presented in most texts The present revised and expanded edition

Budgeting Concepts for Nurse Managers Steven A. Finkler, Christina M. Graf, 2001 This book helps nurses develop and refine good budgeting skills a necessity in today's economy driven health care system Clearly written and thoroughly understandable this new edition shows first line nurse managers and their immediate supervisors how to work effectively with financial staff and management and how to develop monitor and maintain departmental and institutional budgets It is written at a level that assumes no previous financial management experience or expertise on the part of the reader

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