Administration in Healthcare Services

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**Introduction**

Electronic Health Record or EHR is the latest technology being used in the area of healthcare. It is the digital or electronic form of the traditional paper chart handed over to the patient as his or her health record. With the advent in technology, where every other thing has undergone a transformation, the record-keeping in the medical field has also seen many changes. The result of these changes can be seen in the form of the invention of EHR. EHR provides quick, real-time and patient-centered data to the healthcare practitioners (Sinsky, Beasley, Simmons, & Baron, 2014). Being a manager of a healthcare facility, I have also decided to switch to Electronic Health Record, to bring efficiency and more security to the operations going on in my healthcare facility. However, I am feeling that the employees are a little reluctant in this regard. They are being a little hesitant while accepting this new change.

**Impact on Motivation of Employees**

Any change in an organization has a different impact on the motivation level of the employees working in it. Sometimes, the employees feel a great surge of motivation and want to contribute more and more towards their company but in some cases, the employees become dejected due to the change and lose the urge to work. A similar situation has been observed in this case. The employees are feeling confused, in fact, a little disheartened even on listening to the news of the implementation of the new system.

**Communication with the employees and Telling them about the Implementation of EHR**

It is a great need of the hour that some essential communication should be done with my team regarding this new change. Being a manager, it is my duty to convey to my employees the importance and need for the new system. So, in order to clear many doubts in the minds of my employees, I would go for a collective session with them and tell them that why is the new electronic system required and how it will work in our specific setup (Zandieh, et. al., 2008).

**Training that will be Offered to the Employees regarding EHR**

It is an understood fact that whenever there is a new change in the system or policies in any organization, the employees are trained beforehand so that they can become familiar with it. I plan to follow the same pattern in my organization. In the session, that I will conduct to equip my employees with the knowledge of EHR, they will also be assured that they need not worry about the knowledge or skills required for the working of the new system. In fact, they will be provided complete training regarding how to use the new system, from the A to Z, no matter how much time it takes. So, they do not need to worry at all. Even if they do not have much knowledge about technology, they will learn how to operate the new system completely.

**Change in the Job Skills of Employees with the Implementation**

The employees will also learn in the session that this new system and training will also be greatly beneficial for their skill set (Adler, 2007). It will enhance their knowledge and add an extra benefit in their professional capabilities, which will not be advantageous for them not only for their present job but also their overall career.

**Conclusion**

In short, the implementation of Electronic Health Record (EHR) is a serious need of the hour in order to keep up with the latest trends going on in the area of healthcare. Although the employees in my organization are feeling a little confused, in fact, hesitant about the implementation of the new system with the help of proper counseling and training, this implementation can be made immensely successful.

**References**

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