Professional Business Journal Critique

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Proper organization management is one critical feature for the health care organizations to deliver the most appropriate and effective health and care services to the patients. It is vital to explore different dimensions of the organization management to propose better solutions for the health care entities. It is worthy to mention that communication, organizational culture, and leadership management are the main prospects that are linked with the significant domain of organization management. Here the particular focus is to critically review the article based on the subject of organization management to make inferences about the role of managerial features in the field of health care.

The particular concept of ethical leadership is considered by the researchers to ensure the suitable organizational management that has the capacity to consider objectives of all the stakeholders. The significant framework is developed by the authors in this certain piece of knowledge to assess which leaders can be ranked as the ethical leaders and what are their distinct functions (Lawton & Páez, 2015). Comprehensive understanding of this crucial managerial concept is essential to identify the influential role of the leaders to attain and sustain the desired performance of the organization. The idea of ethical leadership referred to as the growing concept that engages other organizational factors in the process of organizational performance.

The main objective of the consideration of ethical leadership is closely associated with the other factors of organizational culture and proper communication. It is interesting to evaluate that if a leader is successfully adopted the perspective of ethical leadership management than the measures of active and flexible communication between all the shareholders can easily achieve. The ethical leader considers it as the moral duty to engage everyone into the proper working to efficiently achieve different goals and objectives of the organization. The ethical leader ensures this domain that all the workers perform their job tasks according to the organizational requirements (Lawton & Páez, 2015).

Different dimensions of leadership management identify in the forms of virtues, purposes, and practices also actively linked to the entire organizational culture. It is one core responsibility of the leader to develop between communication channels between the workers working at different levels to deliver the best outcomes (Lawton & Páez, 2015). The importance of the organizational concepts of leadership, communication, and organizational culture can better be recognized by considering the certain case study relevant to the healthcare setting. It is based on the health condition of the 36 years old male Russian who walked into the Psychiatric ER for medical help. The phenomenon turns into a serious situation when the patient was not rightly and communicated by the staff. It is important to indicate that the patient was already going through with the problem of depression. When he was not informed by the doctor that he will be admitted and later told by auxiliary staff than it will make him angry. This certain situation is one great example of the proper consideration and attention on all the features of the healthcare organization. It is the core responsibility of the leader to develop a communication plan that gives proper understanding to each staff member about their tasks. Miscommunication is the major concern in this particular case.

To conclude the discussion about the critical role of different organizational concepts in a healthcare setting, it is important to indicate that leader is the main entity who can bring positive change to facilitate patients as much as possible. It is critical for the management of the health organizations to develop better domains of communication, organization culture, and leadership management to attain better outcomes in the end. The intervention of different organizational ideas is effective to develop effective healthcare plans for the patients.

References

Lawton, A., & Páez, I. (2015). Developing a framework for ethical leadership. *Journal of Business Ethics*, *130*(3), 639–649.