Management Plan

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Management Plan

Workgroups are never efficient 100 percent, and there are various deficiencies, which need to be resolved on time. Jamie recently joined an organization, the workgroup in the organization has some deficiencies, and Jamie can utilize a management plan to improve the issues within the group.

**Scientific management theory and management of ROI turnaround**

 Scientific management focuses on the evolution of the processes, not the invention and productivity (Shafritz, Ott, & Jang, 2015). The workgroup, including the new employees, lack standardized training, so there is a need for proper planning of training to develop their skills. The employees, when trained, will work for the HIM operations, and their turnover ratio can be controlled.

**Humanistic management theory and employee relations**

Humanistic theory understands the concerns of humans and employees in the management of organizations and workgroups, while the humanistic theory is not the only outcome-oriented, but it includes the care towards people to become well-being and efficient while their activities (Melé, 2016). The management experienced some issues with the previous employees. Creating an understanding and building trust by improving their communication and their skills to develop the relations between management and employee has to be planned.

**Leadership theory and method of training and development**

Jamie can use the situational theory to lead her team effectively and can arrange monthly training and developmental sessions because it is not only about the results, but it is about the efficiency and development of the team and operations. Situational theory suggests that a leader has to adopt skills based on the situation and particular environments to which a leader is exposed to (Thompson & Glasø, 2015)

**The return on investment for employee training and development**

Workgroups are being defined and designated with the roles and responsibilities to achieve objectives and to make better relationships within the working groups, and the social relationships can be helpful to overcome the issues(Wei Tian, Cordery, & Gamble, 2016). Employee skill development and training are important to improve their working environment and their work behavior, so there needs proper implementation of the return on investment for the employees(Beer, Finnström, & Schrader, 2016). Return on investment is considered poor because of the failure in training. While for the efficiency, proper leadership should be there, the communication gap should be filled to make relationships among patients, management, and the employees.

**Project management methodologies**

The methods of Project management are not that much easier to be implemented because of the higher demands. Project management methodologies include planning, evaluation, implementation, and formulation. Every organization follow these methodologies to be efficient and to provide quality services, and the project managers used different skills to offer skills in these methodologies (Kostalova, Tetrevova, & Svedik, 2015)

Jamie has to arrange the training sessions for employees, and their development in specific to the organization of the operations need to be focused. If they get proper training, they would be able to develop their skills and create a proper understanding of the job.

Leader Goals: Jamie can adopt the structural and behavioral theory of the leadership because she would be able to make decisions under pressure, and she would be able to handle the situations accordingly. While she can also adopt the behavioral theory, she would be able to focus on the employees and their tasks in the workgroup.

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