Title page

Organizational policies and practices

I agree with the views of Maureen because extra workload impacts the efficiency of the physicians. I think it is not appropriate to limit size of physicians for saving costs. Healthcare institutes must hire adequate physicians and doctors that will minimize stress related issues. Under pressure, doctors are not able to work with dedication because they are tired. The chances of committing errors in medication, diagnosis and treatment are also high (Coventry et al., 2017). I think doctors should not be enforced to work more than the standard time. This will undermine their quality of work and also threaten life of patients.

I believe that Nurse Practitioner Modernization Act is an effective step for addressing the issue of extra workload on physicians. By allowing nurses to practice as clinicians and dietitians they can help hospitals to overcome the shortage of doctors (Dahmen et al., 2015). This step could improve efficiency because several measures can be adopted that ensure the administration of proper healthcare procedures. Clinics and hospitals can provide training to the nurses for taking efficient role as physicians. By developing skills they would learn to handle patients in high turnover (Blazek, 2015).

I think states should take initiative of preparing adequate nurse practitioners who can replace physicians. They must be trained for sometime like 1 year under supervision of experts before taking independent role (Philpot, 2013). Another important strategy for managing stress of doctors include implementation of the stress management programs. This will give guidance to the doctors and staff for overcoming stress. Physician burnout can be reduced by limiting work hours and providing flexible arrangements. Creation of wellness toolbox is another effective strategy for preventing burnout. By establishing positive culture of teamwork stressors can be removed that will improve overall work efficiency.

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