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Mary Ann Wenzel, Joseph

Nursing Management

A Practical Guide to
Better Employee Performance

2nd Edition

Strategies, Models, Techniques, and Tools
for Improving Performance

Nurse Manager A Practical Guide To Better Employee Relations

**June Blankenship Pugh,MaryAnn
Woodward-Smith**

Nurse Manager A Practical Guide To Better Employee Relations:

Nurse Manager June Blankenship Pugh,MaryAnn Woodward-Smith,1997 The 2nd Edition of this useful guide helps you apply proven management and psychological concepts to current health care management issues Inside you ll find real life examples and self assessments that clarify and reinforce important concepts as well as essential guidance for communication stress management motivating a team customer relations playing the change game developing a powerful network and much more This lively text provides a great resource for health care managers from any educational or experiential background For these frontline managers who deal with both patient and employee satisfaction this book offers practical solutions to everyday problems

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Workers' Voice, HRM Practice, and

Leadership in the Public Sector Nicole Cvenkel,2019-12-09 Much is talked and written about well being in the workplace but many wonder whether putting people first is just a facade and that were it not for employment legislation union representation and the high profile of human rights issues employers would regard employees as a necessary burdensome financial evil as in days gone by Some scholarly research has focused on the reactions of employees to the quality of working life and well being at work and much of this suggests high levels of dissatisfaction disaffection and disengagement In Workers Voice HRM Practice and Leadership in the Public Sector Multidimensional Well Being at Work Nicole Cvenkel avers that whilst it is known that public sector employees are even less satisfied than those in the private sector there has been very little research into the effects of working life experiences on employee well being in public sector organisations There is even some doubt about whether a well being philosophy that can be applied in the private sector can readily be extended to the public sector The push towards New Public Management NPM means organisations continue to undergo significant reform processes around efficiency costs and public service delivery All these changes place additional demands on public sector employees who are at times also subject to intensive scrutiny by stakeholder groups who may regard the recourse to well being initiatives as a poor use of public funds The author has researched in the UK local government sector and that is the setting for the debate in this book about whether and how an employee well being ideology can be successfully promoted and maintained in an NPM environment given continuous reform and expenditure reduction In a local government case organisation the author has researched limited resources reduction in budgets redundancies increased workloads lack of trust and the existence of a controlled working environment were all found to be central to a climate of bullying and unfairness Although the organisation was committed to the adoption of HRM best practice and initiatives geared towards promoting employees well being employees still believed they were being bullied and treated unfairly It was found that different perspectives on the psychological contract fairness and bullying at work were highlighted by managerial and non managerial employees The author s conclusions contribute to a clearer understanding than hitherto of workers voice in relation to work leader member exchanges and well being in the public sector and she offers a model depicting employees understanding of what their quality of working life line manager s leadership and well being should be that might be used by organisational leaders researchers policy makers Human Resources managers and other practitioners and consultants to move towards a more holistic multidimensional well being at work paradigm Medical and Health Care Books and Serials in Print ,1997 **National Library of Medicine Current Catalog** National Library of Medicine (U.S.),1989

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as the foundation for contemporary nursing practice. This interactive approach offers an alternative framework to the nursing process by focusing on the real world issues that affect clinical decision making in nursing including cultural, socioeconomic, ethical, legal and financial considerations. Presents a practice oriented approach that facilitates the transfer of classroom knowledge to actual clinical practice through a practical four part organization that addresses context, process, content and special considerations. Examines current issues in nursing practice such as financing of health care, the changing health care delivery system and legal and ethical considerations. Emphasizes the nursing research base in relation to practice encompassing topics such as pain management, ethical considerations and accommodating individual difference topics such as age and culture. Discusses future trends and technologic nursing applications including a discussion of the role of the nurse in using and evaluating technology. Reviews nursing care for all age groups and in all care settings. Details special considerations with information about body mechanisms, sterile technique, personal safety and the health of the nurse. Encourages inductive and deductive reasoning, intuition, creativity and decision making as well as problem solving in nursing practice. **The Cumulative Book Index**, 1997 A world list of books in the English language. **The British National Bibliography** Arthur James Wells, 1998. **Forthcoming Books** Rose Arny, 1997. **American Book Publishing Record**, 1996. **Nursing Times, Nursing Mirror**, 1997.

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