

Understanding A Health Administrator's Role

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Abstract

What is a Health Administrator's role? What aspects of business are crucial for a Health Administrator to understand in order to be successful? Who should they hire? How should they motivate their employees? What challenges do they face?

This poster will focus on the BBA track of Health Administration and will concentrate on Health Administrative duties as well as aspects of administration from a management standpoint, such as, how to choose employees and how to keep them motivated in the workplace. It will also include the challenges businesses in America are facing.



Research Project Requirements

The Introduction to Business Administration, BADM 1310, course required students to complete a research project that included a final project report, a scholarly poster, and a PowerPoint presentation. The course and project learning outcomes were required to be met. Emphasis was on making a connection with Franciscan Core Values, vocation, and providing personal reflections.

Health Administration

Health Administrator's (often referred to as Medical and Health Service Managers) plan, direct, and coordinate medical and health services. They can manage an entire facility, specific clinical department, or a medical practice for a group of physicians. Most are employed at hospitals, physicians offices, or nursing care facilities. They work closely with their staff, such as, doctors and nurse managers.

Medical and Health Service Managers must have good communication and organizational skills, along with being caring. They must be a leader while being a team member, and they must be a good problem solver with good time management skills and integrity.

It is vital that they also have an understanding of the major business functions such as, finance/accounting, information systems, management, and marketing in order to be successful in their line of work.



Employees: Hiring & Motivating



- When hiring a new employee, it is important for managers to not only look at skills and techniques the applicant acquires, but also their personality. Because things like thoroughness, conflict management, and positivity are vital to have in all employees, but they are hard to teach. Managers should hire for attitude because skills can be taught.
- It is essential that managers recognize the fact that everyone is motivated differently and it is the manager's obligation to figure out how to best motivate all of their staff. Some are motivated merely by seeing a good role model succeed because of their actions, which could motivate them to do better as well. Some are motivated through empowerment. Finally, some are motivated by acknowledgment alone.

Issues & Challenges

- Although there are countless issues that challenge the business world everyday, the technological environment has increasingly raised problems. This is due to the fact that technology is improving so quickly and is giving its users the expectation of having everything at their fingertips, instantaneously.
- The government also fosters issues in not only the business environment, but the healthcare environment because they oversee Medicaid and Medicare. And unfortunately, if the prices for these services are set to high, it can influence patients to not seek medical attention when they need it.



- Ethics is a general code that all leaders should adhere to. To effectively manage a business, ethics should influence all leadership decisions. When managers do not have strong ethics, it becomes an issue for the business as well.

Conclusion

Health Administrators have the ability to improve services their organization provides, and can do so, if they have a good understanding of the medical side of their organization, and the business side. They should work hard to hire respectable, worthy, and teachable employees and to make sure they stay satisfied. Although there are several challenges they will face, if they do this, their chances of being a successful Medical and Health Service Manager are high.

Reflection & Core Values

From this research, I understand my calling is in Health Administration. In this career path, I intend to demonstrate all of the FranU core values, especially Service, Reverence & Love for All Life, and Justice. I believe all of these should be incorporated into all Health Administrator's everyday duties.

References

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