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**Organizational Structure of a Hospital:**

Organizational structure is the [framework](http://www.businessdictionary.com/definition/framework.html), typically [hierarchical](http://www.businessdictionary.com/definition/hierarchical.html), within which an

organization arranges its [lines](http://www.businessdictionary.com/definition/lines.html) of [authority](http://www.businessdictionary.com/definition/authority.html) and [communications](http://www.businessdictionary.com/definition/communications.html), and [allocates](http://www.businessdictionary.com/definition/allocate.html) [rights](http://www.businessdictionary.com/definition/right.html) and [duties](http://www.businessdictionary.com/definition/duty.html).

[Organizational](http://www.businessdictionary.com/definition/organizational.html) [structure](http://www.businessdictionary.com/definition/structure.html) decides how and to whom responsibilities are delegated, coordinated

and controlled. It also dictates how information is spread between different levels of

management. The organization’s goal and strategy provide the structure and framework.

Depending on the type of structure, decision making power may concentrated on top level

management or among departments or divisions.

 In the following paragraphs we will focus our attention on how these structures apply to a

hospital. The following will be addressed.

1. Ownership type

2.Governing structure

3.Employee reporting structure

**Ownership Type:**

Ownership type would be part of a publically held company that deals in healthcare. It

(the hospital) would be part of an incorporated, publically traded company that is traded on the

NYSE.

**Governing Structure:**

The governing structure of the hospital would be (besides at the corporate level with the

CEO, CFO, Executive Director, and Board of Directors) a board of directors (made up of a

combination of doctors (who do not work there)), a general manager and a finance manager

(each of the four doctors, and the other two would have equal voting power for local issues), but

for the bigger issues the corporation’s CEO has final say (but can be vetoed by the Board of

Directors (made up of retired CEOS, politicians and celebrities and other business people, seven

total, with majority winning)). Above this group, would be the voting and say of the majority of

the corporation’s shareholders.

**Employee Reporting Structure:**

The employee reporting structure would be like this; the nurses report to the shift

supervisor who reports to the head nurse (per department). The [physicians](http://brainmass.com/student/itemaction.php?posting_id=490863&tabview=2) report to the lead

physician of each department (who reports to the manager of medicine, medical procedures and

surgery (a well-established and respected MD)). The nurses and all medical personnel, including

Physician Assistants and nurse practitioners also fall under her/him, but the nurse practitioners

and PA’s fall under the lead physician first. Also when working, each medical person is a

subordinate to the person with the same title but, more seniority then them (unless the other is

coded as more of an expert (say the cardio part of emergency medicine), or is otherwise stated

as. Lastly, the two pharmacists fall under the manager of medicine and surgery. Non-medical

personnel food service, maintenance, and [janitorial](http://brainmass.com/student/itemaction.php?posting_id=490863&tabview=2) staff, secretarial/clerical fall under the

auspices of their supervisor, but they also need to take direction (if needed) by any medical

personnel in the department(s) they are assigned to. Lastly, CNAs fall under the head nurse and

any and all nurses who they are working with and for. Of course everyone employed at the

corporate hospital, fall under the direction and supervision of the director of medicine, medical

procedures and surgery.

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