

Explore the current organizational structure within the facility/agency/system for whom you work (or have previously worked). Examining the organizational chart can give you great insight.

Using a [Venn diagram](#), compare your organizational structure with a different one identified in the readings. Include the organizational theory that best underpins each structure. Be sure the overlapping area contains the commonalities between the two structures. Use the editable template for the Venn Diagram, available above for download. When completed, you will need to post it as an attachment in your discussion post along with your response to the following questions.

1. Describe the pros and cons of your organization's structure based on your experiences working there.

My current facility (SVH) is an extremely small hospital, consisting of only 75 beds. Due to the facility size, we perform with a more functional type organizational structure. A functional type structure exists as a function or specialty type organizational pattern, for example, nursing acts as an individual structure, physical therapy and pharmacy act as other structures. Organizational structures in healthcare help determine patient flow as well as delegating how roles and responsibilities are distributed throughout the facility. (Winasti et al., 2023). With the size of our facility, this has become the most effective and beneficial structure to meet the needs of our staff and our patients. However, this structure has benefits and drawbacks with a facility of our size. The structure provides clear chain of command, resulting in all employees knowing exactly who to report to with any concerns or issues. However, because of the size of the facility, there are occasions where chain of command protocol is not properly followed because everyone knows who is higher in the chain and where they "live" in the hospital. Functional structures are also known for creating more productive staffing, however, it can sometimes cause limitations with how one department's work influences and affects another department.

2. If you could recommend a change or improvement to the structure, what would they be and what is your rationale?

While I appreciate the more laid back structure created by my facility's smaller size, one change that I would work to improve is the chain of command process. When someone experiences a problem within their working area, their first step should be to follow their chain of command and that person can escalate if necessary. However, with smaller facilities, it is not uncommon to simply pull out a cell phone and call someone higher up the chain of command when the problem could have easily been solved by the person's direct supervisor. This can cause issues when the higher ups are handling more urgent matters or issues, they do not need to be distracted by smaller problems. Distracting them could ultimately affect patient outcomes if they are constantly handling small problems as opposed to larger issues. (Fernandopulle, 2021).