

In this assignment Thomas (2024) will be discussing the topics of organisational changes and how and why this has benefitted the National Health Service (NHS). There will also be topic organisational changes in the health and responsibility and organisation behaviour in healthcare sectors. When talking about healthcare Thomas (2024) will be discussing the responsibilities and organisational behaviour that are impacting the NHS. Thomas (2024) will be evaluating themes in the health management settings and the impact that this has on organisational behaviour in sectors. Thomas (2024) will show and have an understanding on health care and safety and their legislation. When discussing it is important to ensure that organisation management is spoken about with aspects of types of organisations and the culture behind these organisations. There will also be discussion about the effect that will affect these factors in organisation. When there are changes in an organisation it is important that there is leadership and management involved and able to deal with these changes and have control over these changes in sectors. There are multiple factors that affect the healthcare settings has the 5 different types of changes that can happen in the NHS and in any healthcare setting, which could lead to having a positive impact on practitioners and the patients. Kurtis Lewin and his idea and theory behind changing will also be discussed and compared and similarities with Raymond Cattell and their theories.

Cambridge dictionary (2024) states that organisation is multiple individuals working as a part of a team in an organised setting. This states that working in an organised setting is important to ensure that the team that is working in this setting have a good understanding of any situation and are prepared to work in an organised manner. Dictionary. Com (2024) states that changes are the process to move forward from a place, form, state or phase to another. It can also mean that there is a transition and transformation that can happen over time (Merriam Webber 2024). This states that changes can happen over time in different settings and in different stages in individual's lives. Harvard business school (2020) suggests that organisation changes happen in work settings which have the action to change in these healthcare settings, these include cultural changes, technology changes, the structure and how it's used and operated in these settings or the processes that happen in the healthcare settings or in professional settings. It is important that organisational changes happen in a professional setting that has a positive impact on the healthcare settings which can have an impact on healthcare professionals and with patients to ensure that the best outcome is provided for both patients and healthcare professionals. There are many different types of organisational changes, these organisational changes include strategy change, structural change, technological or process-oriented change, people orientated changes and transformation changes (Apty 2022). Apty (2022) states that strategy changes in healthcare settings are made to ensure that there is a benefit in the future for these

settings, this can include new threats or new opportunities in these healthcare settings. This is important to ensure that the future for the healthcare sector is important for the health care for patients. Indeed (2022) states that having strategy change is important for the NHS to have the best possible goals for the future. When speaking about positive outcomes and good goals for the NHS it is important that strategy changes work and are encouraged to benefit patients and practitioners in the distant future. Investopedia (2021) states that structural changes are a big change in healthcare settings that can be affected by economic development. This can have a big impact on the healthcare setting since big changes in healthcare can have an impact on individuals and their way of adapting. Study smarter (2024) discusses that technological changes are the development of new products in the healthcare setting and to adapt old technology to new technology. Having new technology in healthcare is a very important change since having up to date technology will enable the healthcare to have beneficial techniques and equipment to ensure patients have the best outcome. Health workers and practitioners that are unsure on how to use the equipment and technology that they need for patients have a negative impact since they can diagnose a patient incorrectly or cause more injury to the patient that could lead to a much more worrying outcome. Apty (2022) defines that having positive changes in the healthcare setting are done by good leadership and management from individuals that are responsible for these changes. This is important since having good reliable management and leadership in the healthcare setting means that they can provide positive changes and lead to better outcomes to patients and healthcare professionals. Working as a management or leader is important since having these changes happen shows that not all changes can be negative and with benefit to the future of the NHS and other healthcare settings can provide a much more reliable and effective way of working and providing the care that patients need. Apty (2022) Transformation changes have a big impact on the NHS since it is fundamental and has an impact on healthcare professionals on their performance. Having criticised healthcare professionals ensures that they can improve how they look after patients and how they can improve their knowledge as a healthcare professional. AIHR (2024) states that these changes can operate from fundamental discussion to improve the NHS and the way practitioners work for this sector. Having these organisational changes are important since having things under control and having improvement in sectors that change the way practitioners are developing and improving can evolve the way the NHS changes. Thomas (2024) believes that when these changes are put in place and management and leadership can ensure that these changes will work and have a good outcome that practitioners that are working together can benefit the setting that they work in, and the overall NHS will have much better outcomes and good feedback. Karen McCullough (2022) states that having a change can be a positive thing that encourages innovation, develops skills, develops staff and leads to having better business opportunities and to ensure that staff have the correct knowledge and understanding on how to develop as a practitioner. This gives the impression that having a positive change with different skills that can be improved by healthcare professionals means that having changes can impact the NHS in a much

more positive and effective way. Having practitioners developing their skills means that they encourage and help these practitioners with their confidence to enable them to work quickly and effectively for the patients and to guarantee that they can have a much more positive outlook. When looking at these changes it is important to have knowledge on how these changes have worked out, CIPD (2023) discusses that organisational change in healthcare setting rarely succeed and it is mostly down to the management and the leadership in higher healthcare professions. This is because management and leadership are unsure on how to deal with organisational changes since they do not have the proper knowledge and understanding on these skills and changes. Epilogue system (2024) have their opinion that organisation changes are a difficult change in healthcare since it can lead to practitioners being unmotivated, unproductive and communication breakdown, they proceed to say that there are ways to avoid this happening with key effective communication skills, having these communication skills can ensure that healthcare practitioners are aware of the changes and have the change to communicate with management and leadership. Involving practitioners is another key part to making these changes work since practitioners can learn and adapt to these changes, having the correct information is important for practitioners to adjust to the changes. Having the correct training for this is a key component, not having the correct training can lead to mistakes and old habits that will lower the change of the organisational changes to work. The last core component to these changes working is positive reinforcement, having positive reinforcement means that being encouraged by management and leaders in the workforce with positive feedback ensure that practitioners are confident and are happy to work in their environment causing it to have a much more positive work environment. With good communication and leadership organisational changes could work with positive outcomes for practitioners, patients and the environment. With no communication skills or good management skills this could lead to much more concerning future outcomes. Raymond Cattell studies personality traits and how these were shown in workplaces including the healthcare sector and the way it can affect practitioners. Cattell did his theory based on observation on workplaces and the personality traits that were followed by this (Libre text 2024). The national library of medicine (2020) states that (Cattell et al. 1970) that there 16 personal traits an individual can have include, warmth, reasoning, emotional, stability, liveliness, rule of consciousness, dominance, social boldness, sensitivity, vigilance, abstractions, privateness, apprehensiveness, perfection, tension, open to change and self-reliance. This suggests that practitioners that work in the healthcare setting can deal with change and are expected to feel the same way as each other about change. Science direct (2018) says that this study proposed a model of organisational change in the framework of Kurt Lewin's three-step change process, which represents significant stages in the change implementation process. Kurt Lewin's model is one of the first basic planned change models that explains the forces that are trying to keep things the same while also pushing for change. Instead of using observational and qualitative research methods, Cattell studied personality using quantitative statistics. He divided the data into three categories using component analysis applied to personality to create a big,

thorough sampling technique, the three which include life data, experimental data, questionnaire data. Life data is personality behaviour and their pattern. Experimental data is recorded reaction in health care setting and questionnaire data which questioning in the healthcare setting about their feelings and behaviour (Better help 2024). These two theories both look on personalities in both different ways. Lewin sees change as a much more positive impact than what Cattell investigated on. Having two different opinions on personality change in a healthcare setting seems to show that changes can have a positive or a negative impact on practitioners working in the NHS.

When looking back on this assignment Thomas (2024) discussed what is organisation and what is change. They also discussed what organisational change is and how it has an impact on the NHS. There was a discussion of factors that were included in organisational change such as strategy change, structural change, transformational change, technology change and people-oriented change. All these changes were discussed and how they had an impact on individuals in the healthcare sector such as practitioners, patients, leadership, and management. Thomas (2024) discussed how each one of these changes had a different impact on the future for the healthcare sectors in the UK and how it could have a positive and a negative impact on healthcare workers and practitioners working for the healthcare sector. There was also information about Cattell and Lewin theory where Thomas (2024) put an opinion on how similar they are and compared these two theories on what they are based on.

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