

PROBLEM SOLVING PAPER

This paper will discuss an aspect of organizational behaviour in the field of Orthopaedics Department. The main issue discussed is cognition-based trust and its importance in good leadership and smooth running of the organization.

Organization

Orthopaedics department of Lahore General Hospital is a highly specialized surgical department. It deals with complex surgical treatments. Trauma cases, bony deformities, spine problems, joint and ligamentous issues from the whole Punjab are referred to this department. The surgical teams are divided into various groups that cater the patients needs and also serve the function of teaching the new orthopaedic aspirants. A healthy environment between the employees and the managers is need round the clock. Active communication between the surgical teams and the other departments of the hospital is crucial.

Because of the tertiary nature of the hospital and scarcity of resources, the work load of the department is skyrocketing. A very strong team leader and manager is needed to optimize the surgical process and manage the department for its smooth running. This team leader is known as Head of the Department and is responsible for patronizing all the surgeries, managing the ward policies, taking issues to hospital managements, managing the ward finances, teaching the post-graduate residents and leading the new research projects for betterment of patients.

Problem

Recently, the Orthopaedic department was faced with a new problem. The active Head of Department was transferred from the hospital and is at Secretary Health's disposal. This created a large gap in the management that needed to be filled with an equally effective Head of department. A new Professor is appointed to take the place of Head of Department. But the employees are very reluctant to trust this new leadership. They have not seen the new Professor at such a post before and feel that he might not be able to run the department as well as the previous head of department. His credentials, experience and previous researches are not considered up to the mark. This has changed the climate of the department and the efficacy of the ward is being negatively affected. There are trust issues of the employees as they have not seen the new professor doing complex and critical surgeries. The professor has not held any managerial post before becoming the new head of department.

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sondern es ist die methode erfolgreich zu sein als un

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web apr 25 2017 1 the zulu of today today around 9 million zulu speaking peoples inhabit south africa even though the kwazulu natal region remains to be the zulu heartland these people have also migrated to other provinces in the country with greater economic prospects especially the guateng province of south africa

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web map illustrating the rise of the zulu empire under shaka 1816 1828 in present day south africa the rise of the zulu empire forced other chiefdoms and clans to flee across a wide area of southern africa clans fleeing the zulu war zone included the soshangane zwangendaba ndebele hlubi ngwane and the mfengu

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web may 23 2018 location kwazulu natal province of south africa urban areas population 23 8 of south africa s 47 4 million people are zulu speakers language isizulu mother tongue religion traditional beliefs christianity and syncretic religions

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web sep 12 2023 zululand traditional region in the northeastern section of present day kwazulu natal formerly natal province south africa it is the home of the zulu people and site of their 19th century kingdom the zulu a nguni people initially were a small chieftaincy situated near the white mfolozi

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web country kwa zulu zulu people 'zu:lu: zulu amazulu are a nguni ethnic group native to southern africa the zulu people are the largest ethnic group and nation in south africa with an estimated 10 12 million people living mainly in the province of kwazulu natal

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archaeologists tell us they traveled to the lush green lands of south eastern africa many centuries ago from the huge lake regions to the north

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web zulu language a bantu language spoken by more than nine million people mainly in south africa especially in the zululand area of kwazulu natal province the zulu language is a member of the southeastern or nguni subgroup of the bantu group of the benue congo branch of the niger congo language