

Organizational structure for Jordan University Hospital (JUH) Organizations such as hospitals exist to achieve goals. Hospitals aim to ensure that patients receive the proper care at the right time, in the right place, from the right care givers Hospitals can use various organizational structures to manage their staff and resources based on their size, goals, and the services they provide such as Hierarchical, Flat, Functional, Divisional and Matrix. JUH primarily operates under a hierarchical organizational structure. The Director-General holds the highest authority, followed by department heads, nursing directors, and unit supervisors. The nursing department is organized into specialized units, such as cardiology, pediatrics, and emergency, each with a unit supervisor who reports to the nursing director The chain of command at Jordan University Hospital (JUH) is generally designed to ensure clear lines of authority and accountability. It typically flows as follows: 1. Director-General 2. Deputy Director-Generals/Medical Directors 3. Department Heads/Chiefs of Service 4. Nursing Director/Director of Nursing Services 5. Assistant Nursing Directors/Nursing Supervisors. 6. Unit Supervisors/Head Nurses 7. Staff Nurses Nursing Assistants/Aides care. Structure of the Nursing Department: The nursing department at JUH is likely organized into specialized units based on medical specialties. Such as: ● Medical-Surgical Units ● Pediatric Units ● Intensive Care Units (ICUs) ● Emergency Department ● Operating Rooms ● Outpatient Clinics ● Cardiac Care Units. Each unit is typically headed by a Unit Supervisor, who reports to the Nursing Director or an Assistant Nursing Director The Advantages and Disadvantages of JUH's Structure: The advantages can be concluded as following: Clear authority and accountability: which help avoid confusion about who is in charge of what. Effective communication: that becomes more organized, information flows downward from top management and feedback flows upward. Improved control and coordination: by facilitate better control and coordination of resources and activities. Specialization and expertise: hierarchy often allows for specialization at each level of management, higher level of manager focus on strategic decision, while lower level employees handle operational tasks. The disadvantages can be concluded as following: Slow decision making: as decision need to pass through multiple level of authority before they are implemented. Limited flexibility and innovation: hierarchical structure can sometimes stifle innovation and flexibility especially if lower level employees have little autonomy. Conflict and power struggles: organizations may experience conflict between different level of authority, especially when they are unclear roles or overlapping responsibilities.