Creating Sustainability Within Healthcare Organizations: An Examination of Resiliency, Engagement, Dignity and Respect Within Healthcare Organizational Ethics

AUTHOR:
Genevieve Kane, Duquesne University School of Nursing, Kaneg1@duq.edu

COURSE:
Dr. Gerard Magill, HCE659, Methods in Healthcare Ethics

ABSTRACT:
This paper examines healthcare organizational ethics. Negative factors among the healthcare workforce such as burnout, moral distress and compassion fatigue are well documented. When viewed from a systems level lens, compassionate organizations can both decrease the negative factors listed above as well as increase positive factors such as resiliency and engagement. Dignity and respect also have key roles in this interplay. This paper examines the relationships between resiliency, engagement, dignity and respect from a systems level perspective as a broad solution to many of the issues within our healthcare workforce today. Additionally, reasoning for incorporation into healthcare policy is discussed.

Keywords: Organizational Ethics, Resiliency, Engagement, Respect, Dignity, Compassionate Organizations