Improving the Employee Experience: 4 Strategies for Healthcare Leaders

The healthcare workforce is facing unprecedented challenges, including rising patient expectations, increased costs, and staff shortages. A poor employee experience leads to high turnover, burnout, and a negative patient experience, which all impact the bottom line. Here are four ways healthcare leaders can improve the employee experience.

1. Strengthen workforce skills
   - As healthcare technology continues to advance, employees must upskill to keep up with the pace of transformation. Prioritizing training and development gives employees access to the skills and resources they need to succeed in a rapidly changing future.

2. Increase internal mobility
   - With 35% of healthcare workers saying they’re not confident they’re getting the right skills, internal mobility and redeployment can help combat burnout without resulting in turnover.

3. Arm employees with the right technology
   - Of healthcare employees, 26% say their technology doesn’t help or makes it harder to serve internal customers, colleagues, and patients. Personalized, mobile experiences with on-demand access to insights and automated tools can make their jobs simpler.

4. Make employee well-being a priority
   - Of healthcare workers surveyed, 31% do not feel mentally healthy, 25% feel emotionally burned out, and 35% feel physically burned out. Healthcare technology can help by providing benefits and wellness programs to help employees avoid burnout and improve patient care.

Learn more

- Strengthen the employee experience and discover the difference with Oracle Fusion Cloud HCM.
- Eagle Hill Consulting Healthcare Employee Experience Survey, 2021
- Oracle + Workplace Intelligence, AI@Work: 2021 Global Study
- MetLife’s 19th Annual US Employee Benefit Trends Study, 2021

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