

PURPOSE

Ghosting refers to the sudden cessation of communication or interaction from one party to another, without providing any explanation or notice. Examples include not showing up for interviews, not presenting for work, and/or not responding to emails or text messages. This can have a direct impact on the functioning of the radiology workplace, especially during the pandemic or tightened job market. We discuss the potential impacts of ghosting in the radiology workplace.

METHODS

Ghosting is more of a global issue and can manifest in a variety of ways:

- Recruitment and retention challenges: candidates who ghost employers after interviews or job offers lead to wasted time and resources
- Impact on patient care: unexpected failure to report for work or leaving positions without notice can lead to understaffing, increased workload for the remaining staff, and potential delays or disruptions in patient appointments and treatments
- Erode morale and trust: feelings of uncertainty and anxiety among remaining staff. Employers may feel betrayed due to lack of communication, leading to decreased trust and loyalty.
- Disruption of continuity of care: disruption of the established patient-provider relationship. Patients may feel abandoned or confused when providers suddenly disappear, leading to dissatisfaction and potential affecting healthcare outcomes.

MATERIALS/METHODS CONT.

- Administrative burden: Human resources may need to invest additional time and resources in finding replacement staff, managing schedules, and addressing the logistical challenges created by sudden departures.
- Negative reputation: Frequent incidents can tarnish the reputation of radiology workplaces among job seekers, employees, and patients. Word-of-mouth communication about a facilities reputation for high turnover or unreliable staff can deter qualified candidates from applying for positions and discourage patients from seeking care at the facility.

RESULTS

Ghosting can affect any employment but can result in a larger impact in healthcare and radiology as there are less candidate from jobs and the recruitment process can take longer. When a candidate or employer does not report for a position, the entire process is affected. Lack of communication

REFERENCES

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Fig. 1 Outlines potential strategies to reduce ghosting in the radiology workplace

CONCLUSIONS

Ghosting poses significant challenges in the radiology workplace, affecting recruitment, retention, patient care, morale, and administrative processes.

Fostering a culture of open communication, building supportive relationships, and addressing underlying issues, medical facilities can mitigate the negative effects of ghosting and create a more positive and stable work environment.