

The Opinions and Recommendations of Health Organization Managers and Employees for Public Hospitals

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Abstract--In this context, the Ministry of Health is the only responsible and authorized institution for decision making and for policy determination in the health arena. The aim of this study is to determine the opinions and recommendations of the managers and employee of Bursa Oncology Hospital on the implementation of the Union of Public Hospitals that was realized in order to secure the autonomy of public hospitals. The study was realized by questionnaires having the consent of ethical committee of the hospital. The Bursa Oncology Hospital and its health managers and employees (hospital manager, chief physician, deputy chief physicians, directors of financial and managements, deputy directors, health service directors, patient services and hostelry directors, nurses, midwives, doctors, technicians, pharmacists, dieticians etc) formed the universe of the study. (n=371) Sample group is determined 189 by statistic methods using 95 % reliability (p), 95 % power (q) and +/- sampling faults (d). According to the health managers and employees, the absence of the representatives of professional organizations and civilian society members does not pose a problem. The Union of Public Hospital implementation should be restructured under the auspices of professional organizations, universities and all related parts.

Keywords--Health Organization, Public Hospital

I. INTRODUCTION

IN Turkey, the Ministry of Health, the Ministry of Defense, Social Security Establishments, the University Hospitals, the Municipalities, the Public Economic Institutions, health centers of official establishments, outpatient clinics together bear an important role in presentation and financing of health services. Besides these institutions, some organizations and foundations, together with private institutions provide health services. In Turkey, the putting together the basic structure of health services and the central organization is realized by the Ministry of Health. In this context, the Ministry of Health is the only responsible and authorized institution for decision making and for policy determination in the health arena. Since the year 2003, some regulations are realized in order to redefine the role of the Ministry of Health, in order to ensure the autonomy of public hospitals thus letting them to recruit personnel on contract. With these regulations named as

“Transformation of Health Services” it was aimed to restructure the health system of the country, to ensure the effective presentation of the health services, an equal distribution of the services and to provide the financial support.” (1, 2)

As a second step of the Transformation of the Health Services Program, the Project of Restructuring Health Sector paved the way for the foundation of Turkish Public Hospitals Establishment and the managements of the hospitals have unified and Unions of Public Hospitals are founded. The main aims was transformation of public hospitals into more productive establishments and create the optimal conditions for completion with the other actors of the sector. The Decree-law bearing the number 663 according which the restructuring was realized states that, six months or annual evaluations should be done in order to inspect hospitals for financial and medical criteria and for patient-employee security and education. (3, 4)

II. MATERIAL AND METHODS

The aim of this study is to determine the opinions and recommendations of the managers and employee of Bursa Oncology Hospital on the implementation of the Union of Public Hospitals that was realized in order to secure the autonomy of public hospitals. The study was realized by questionnaires having the consent of ethical committee of the hospital. The Bursa Oncology Hospital and its health managers and employees (hospital manager, chief physician, deputy chief physicians, directors of financial and managements, deputy directors, health service directors, patient services and hostelry directors, nurses, midwives, doctors, technicians, pharmacists, dieticians etc) formed the universe of the study. (n=371) Sample group is determined 189 by statistic methods using 95 % reliability (p), 95 % power (q) and +/- sampling faults (d).

First 6 questions of the questionnaire are related to personal information of the participants while 49 questions are prepared to get the opinions and the recommendation of the managers and employees on the Public Hospital Unions. All the data are important to digital milieu and analyzed by using SPSS 21.0. Frequency tables and graphics are made using the data concerning the demographic situation of the health workers. Some variables which are thought to have interrelations are compared with cross tables and the significance level for the analysis of these compared variables

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is considered as 0,05, evaluated by chi square test.

III. FINDINGS

Among 189 participants, 70 (37,03 %) belong to 25-35 age group, while 110 (58,20 %) are between 36-45 years of age and 5 (2,64%) are 46-55 years old and 4 (2,11 %) belong to 56-65 age group. The participants seem concentrated between age groups of 36-45 and 21-35. While 112 of them (59,25 %) are females, 77 (40,75%) constitute male group. Among the participants, 27 (214,28 %) are high school graduates, 32 (16,93 %) have associate degree, 104 (55,02 %) are university graduates, and 26 (13,75 %) had master or PhD degrees. The 3 of the participants (1,58 %) had work experiences less than 5 years while 88 (46,56 %) had 6 to 10 years, 77 (40,77 %) had 11 to 15 years and 9 (4,76 %) had more than 15 years of experience. Their work experience in the establishment that the survey was realized was as follows; eighty-one (42,85 %) less than 5 years, 76 (40,21 %) between 6-11 years, 19 (10,05 %) 11 to 15 years and 13 (6,87 %) worked more than 15 years. One participant (0,5 %) was hospital manager, one was chief of physician (0,5 %), 2 were deputy chief of physician (1,05 %), 1 was financial director (0,5 %), 1 was health care director (0,5 %), 1 was health hostelry director, 112 were nurses (59,2 %), 12 were midwives (6,34 %), 18 were nurse’s aides (9,52 %), 10 were physicians (5,29 %), 20 were technicians (10,58 %) and other (10,58 %).

The average of the answers given by managers to the “Opinions and Recommendations Related to Union of Public Hospitals” scale is founded as 2,9684. (Table 1)

TABLE I
THE AVERAGE OF “OPINIONS AND RECOMMENDATIONS RELATED TO UNION OF PUBLIC HOSPITALS” SCALE

Opinions and Recommendations Related to Union of Public Hospitals” scale	N	X	ss
	189	2,9684	,61060

The minimum level perception that the participants manifested on a minimum level is “It is an important factor the absence of civilian society members and the representatives of professional organization in the management of this establishment which functions as a superior organ”. The maximum level of perception was noticed when the participants responded to the matter that “ the implementation of Union of Public Hospitals system will be to the benefit of the executive members when supplying the needs of the hospitals from the market”.

The opinions and recommendations of the Bursa Oncology Hospital managers and employees on the Unions of Public Hospitals were analyzed according to their personal information (age, gender, work experience, working time in the establishment, position in the establishment) and searched the existence of significant differences by performing statistical analysis on every dimension.

In order to see if any difference occurs on gender basis the Opinions and Recommendations Related to Union of Public Hospitals” scale, an independent group t test was performed

and a significant difference was found. (p=0,08; p<.05) (Table 2)

TABLE II
THE RELATION OF OPINIONS AND RECOMMENDATIONS RELATED TO UNION OF PUBLIC HOSPITALS” SCALE AND GENDER

Point	Groups	N	— X	ss	t Test	
					t	p
Opinion and recommendations for UPH scale	Male	77	3,0747	,60869	2,68 6	,008
	Female	112	2,8908	,60185		

The one way variant analysis (ANOVA) performed in order to evaluate if there was any significant difference with the Average of “Opinions and Recommendations Related to Union of Public Hospitals” scale and “the working time in the establishment” and a significant difference has been detected. (p=,026; p<.05) (Table 3)

TABLE III
THE RELATION OF OPINIONS AND RECOMMENDATIONS RELATED TO UNION OF PUBLIC HOSPITALS” SCALE AND THE WORKING TIME IN THE ESTABLISHMENT

f, X ve ss values point	Groups	N	— X	ss	ANOVA	
					F	p
Opinion and recommendations for UPH scale	Less 5 years	81	2,9901	,5693 0	3,214	,026
	6-10 years	76	2,8171	,5372 3		
	11-15 years	19	2,9329	,7861 3		
	More than 15 years	13	3,1622	,6692 7		

It was not established any relation with Opinions and Recommendations Related to Union of Public Hospitals” scale and age, work experience and situation in the establishment.

IV. CONCLUSIONS AND RECOMMENDATIONS

According to the health managers and employees, the absence of the representatives of professional organizations and civilian society members does not pose a problem.

According to the health managers and employees, to provide the necessary materials from the market may pave the way for corruption.

The Opinion and Recommendation Scale of the health managers and employee concerning the Union of Public Hospitals has a significant relation with their gender and the working time in the establishment.

The participation of at least one representative of the unions or professional organizations may ameliorate effectively the hospital management.

The Union of Public Hospital implementation should be restructured under the auspices of professional organizations, universities and all related parts.

As a necessity of being a social state, health should be seen as a constitutional right and the Union of Public Hospitals applications should not cause the hospitals to turn in profit gaining institutions and the hospitals should not be privatized.

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