Management and Nurses Participation in Hospital Affairs

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ABSTRACT: Of important aims inside Health and medical organizations one can mention health promotion and presentation of good health services. Therefore, application of related skills of managers can guide staffs performance in more appropriate way (1). This paper is a survey of carried out researches about management and nurses participations in hospitals. The writers are deeply believe that more comprehensive researches about the performance of nursing managers, their cognition of common situations of their organizations, their acquisition of better approaches of management and nurses participation in hospital affairs can pave fundamental ways to improve the quality of nursing services.

Keywords: Nursing management, Nurse, Health Services Organizations.

INTRODUCTION

Management is a way of working by means of others. Scientists explain management as a process in which individual and group works come to be coordinated to obtain shared goal (2). All health organization such as: retirement homes, Hospitals, home care organizations, Outpatient centers and Educational Hospitals need nursing management. Even more, a nurse who works with a patient and his family should equip himself with managing skills and knowledge to assist people to reach mutual aims. General nurses who work with several patients, need nursing management to assist their patients and promote their health or sometimes give them a more calm death (3). In majority of health organizations, nurses were considered to be the most biggest scale of human source and has principal role in quality of services and their efficiency and success of organizations (4). On the other side. Leadership skills and managers abilities are considered to be the most important factor of appropriate performances in both in-patient and out-patient wards (5).

Quality of Nursing Services

Quality is fitness of aims or following the standards (6). It is not only a separate variant, but also a complicated structure of values, attitudes and perspectives of individuals who cooperate with each other in a health organization (7). Nurses are the most comprehensive health group, also, patients are more in touch with nurses than the others. So that, evaluation of nursing services and its impact on health system should be focused by officials, experts and managers. But there are important questions around the future of health systems and concept of nursing. Questions which are appeared to be challenges around nursing issue such as lack in number of nurses, variety and differences in nursing levels, increase in treatment mistakes and increase in costs (8). Presently and about nursing, quality cannot be
defined as having minimum standards. It is to obtain patients satisfaction by supporting them with more efficient, adequate and presentable services. Therefore there is a global demand to evaluate and measure the quality of delivered health services. Such demand has originated many challenges for those who search for identification of useful qualitative criteria. In fact providing health services based on cost and effects, seems to be fundamental necessity at the present moment (9).

Nursing Management Support, Leadership and Supporting Nurses

Managers method of leadership are one of the factors to increase effectiveness and fruition inside organizations. An appropriate pattern of managers manner would provoke staffs will and increase their job satisfactions (10). Empowering can make potential capability to utilize human resources. In a high-powered organization, staffs are positively excited, by their wholehearted devotion, Try to be more creative and thoughtful. They give priority to the advantages of organizations rather than their own (11).

Therefore, structuring an appropriate medical environment to use nurses’ capabilities and utilize their talents needs to good-grade functionality of managers (12). In an investigation, by Ghorbani et al, to demonstrate job satisfaction among nurses in all over the country, about 3029 nurses were selected in randomized way. Obtained results showed that supervision percentage was 57.6 and management policy making was so percent (13).

In Mirzabeigi et al investigation, titled as Iranian Nurses Job Satisfaction, Nurses satisfaction about their relationships with nursing managers was reported to be 30 percent (14).

According to Lasinger there is a meaningful linkage between potency of nursing managers and their manners. Respectively, stats would effect by their managers manners. In other words, if the personnel consider their managers’ performance more effective then he or she can sense more strength inside himself (15).

Orum (1989) says: we can define nursing managers as peoples who manage specific procedures about the present and future of nursing, based on their pre-supposed frames of activities. Orum looks at nursing management as a nurse-oriented activity which is rooted in on organizational structure and limited in a given power of management (3).

Nurses Participation in Hospital Affaires

Nurses are considered to be one of powerful wings of health system. They have crucial role in development and progress of health services (16). Their participation in decision making progress of their own affairs and omission of unnecessary roles can impact their effectiveness accordingly (17). According to a study which was done by Mohammad Arab et al (2008) throughout public and educational hospitals of Tehran university of Medical Sciences, they concluded that nurses participation in planning qualitative procedure of patients’ care can decline their professional depression (18).

Furthermore, in a research by Maryam Zaimi pour et al (2004) carried out in educational hospitals of Tehran university they found that nurses professional background showed their acceptable level at skills and knowledge which helped managers to increase their motivation and job satisfaction by means of cooperating policies, group works and communications (19).

Lee U (2008) on his study about nurses in Taiwan found that relation between individuals and relations between managers have important role on the level of participation in decision relation between managers and nurses may result in expression of worries and apprehensions by nurses and increase in job satisfaction which leads to more participation by them.

Based on Mossadeg Rad (2004), staffs should think about participation. On the other side, managers also should be justified about concept of participation management is not staffs interference in governmental affairs. It is a kind of cooperation to make work procedure better (21).

CONCLUSION

Managers of a hospital therefore should provide an atmosphere in which all groups of staffs are supported and acknowledged. The managers should act and behave with steadiness when they face with different people in different situations. Their conformity of promises and action can rise staffs trust and motivate them to reach pre-supposed organizational aims.
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