



A COMPARATIVE STUDY ON WORK EFFICIENCY OF THE HOSPITAL STAFF BY MANAGEMENT IN GMC OF KASHMIR.

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ABSTRACT: -

The organization is run by the people, choose the candidates by the proper exam system which later on run the organization by the chosen people for supervision and delegation of powers and management in the organization. The people get benefit by the work and alignment of the work posed by the administration in the organization which in turn is backboned by the cooperation of administration and rounding staff. The proper participation of the staff and administration is necessary for the proper functioning of the place of work like hospital. The proper and pure strict/ work friendly environment is necessary for working of the hospital management. There is need of having the better administrators of proper hospital outcome and efficient disposal of the services by the staff. A cool and calm environment with least burn- outs and efficient administrative and rounding staff for proper functioning of hospital.

INTRODUCTION: -

The word efficiency is from Latin efficientia word which means effect and administration is from Latin word admistratio which means give. Hence the comparison of the work on the bases of factors related to administration and staff is comparative study on work efficiency of the hospital. The more the friendly and monitored system the more is the work efficiency of the hospital. The factors affecting the admisteration are favouritism, clinical competence, ambience of physical nature, amenities, behaviour, patience, patient satisfaction. The elements of administration are planning, organising, staffing, directing, coordinating, reporting, budgeting, supervising, evaluation. There are two hospital administrators general and specialities. The factors affecting hospital staff both administration and rounding are employee fatigue, energy exhaustion and loss of concentration are personal, the environmental are light, temperature, layout, interior design, view, plants, adequate privacy. The factors affecting work are motivation, living cost, work environment, compassion, burn out etc. The 7 factors of job performance are standard, measurement, feedback, condition, skill and knowledge. Incentive, motivation and capacity. The four factors of performance identified are mental environmental, social and physical.

KEYWORDS: - comparative, rounding staff, administration, information booklet.

OBJECTIVES: -

- To determine the comparison between the equal participation in management among nursing staff, administration and other health staff of GMCs in Kashmir.
- To determine the prevalence rate of the various leadership among the administrators of GMCs of Kashmir.
- To determine the prevalence of the factors of performance among administrators, nursing staff and other health staff in GMCs of Kashmir.
- To develop the information booklet regarding the management in GMCs of Kashmir.

METHODOLOGY: -

The study included the comparative research approach and design of quantitate nature. The sample was taken of 300 nurses and 100 members of nursing administration. The research setting was GMC of Kashmir. The sample was taken on random basis with lottery method. The data was collected for 2 months of October and November of 2015. The ethical consideration was taken into consideration and permission was taken from respective head of GMC of Kashmir. The data was analysed under statistical package of data analysing system. The required results were derived and now depreciated.

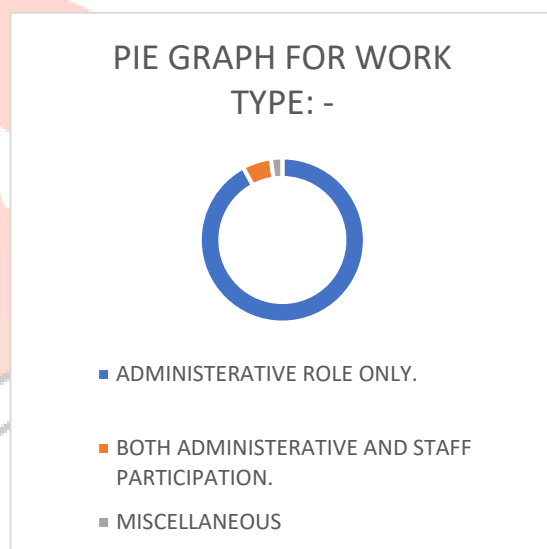
FINDINGS OF THE STUDY: -

The findings of the study are:

The comparative efficiency of work on equal participation in work by administration and nursing staff was administrative participation only 30%, both administration and staff 50%, miscellaneous 20%. The prevalence of different types of leadership are democratic 30%, Lai fair 40%, autocratic 20% and miscellaneous 10%. The prevalence of different factors that effect the work of the hospital staff are friendly environment 30%, favouritism 50%, miscellanies 20%. The quality check prevalence of GMCs of Kashmir is standard 5%, measurement 10%, feedback 15%, condition 5%, skill 10%, knowledge 20%, incentive 3%, motivation 20% and capacity 12%.

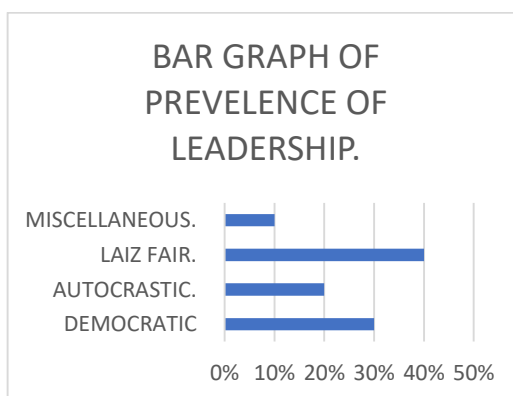
The frequency and pie graph effectiveness of work in different set of cooperation and participation is:

S. no: -	Work type: -	Frequency: -
1.	Administrative role only.	30%
2.	Both administrative and staff participation.	50%
3.	Miscellaneous.	20%



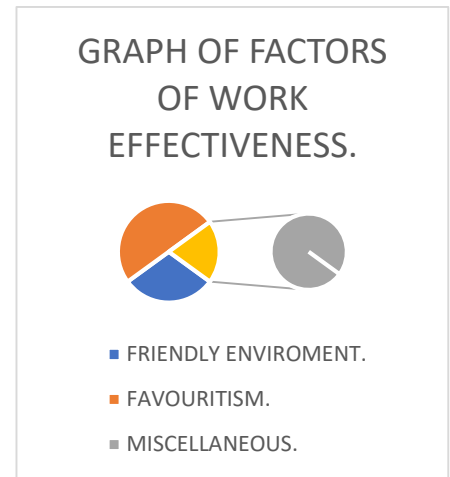
The frequency and bar graph of prevalence of leadership on work efficiency are:

S. no: -	Leadership: -	Frequency: -
1.	Democratic.	30%.
2.	Autocratic.	20%
3.	Lai fair.	40%
4.	Miscellaneous.	10%



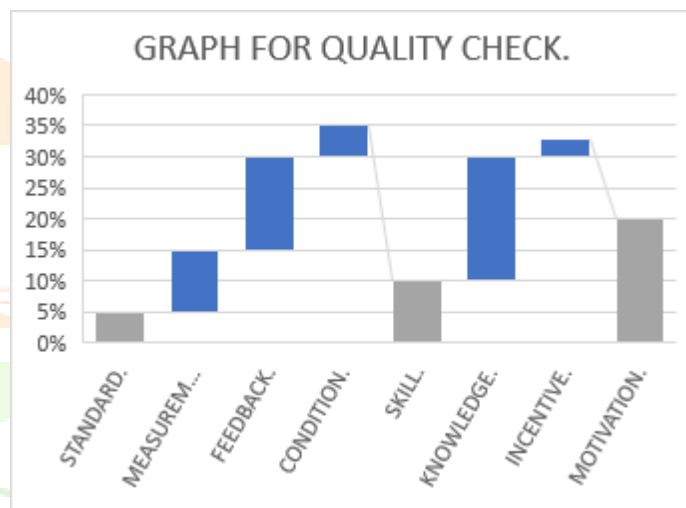
The frequency and pie graph of factors of prevalence of work effectiveness are:

S. no: -	Factors for effective work: -	Frequency: -
1.	Friendly environment.	30%
2.	Favouritism.	50%
3.	Miscellaneous.	20%



The frequency and water fall graph of quality check is:

S. no: -	Quality check: -	Frequency: -
1.	Standard.	5%
2.	Measurement.	10%
3.	Feedback.	15%
4.	Condition.	5%
5.	Skill.	10%
6.	Knowledge.	20%
7.	Incentive.	3%
8.	Motivation.	20%
9.	Capacity.	12%



DISCUSSION: - The system of administration and subordination is the two-way process as both are equally dependent on each other to run the hospital in smooth line manner. The each other's influence is necessary for the check on autocratic approach on administration. Furthermore, the central administrative approach is necessary for the check on officials for democratic approach. The proper feedback system is necessary for the crosscheck on administrators and subordinates.

The supportive studies are

Ahmed¹, Seyd², Najme³ and Kamran⁴ titled A qualitative study of nursing management in Iran 2021, the sample was 11 nursing managers. the result was nursing and structural shortage. Lack of authority and burnout.

Gillian white, titled comparison between heads of nursing and nursing administration students in Sultanate of Oman regarding education for nurse administrators. The 2-part study was done for requisite roles and leadership profile. The roles were to describe the roles and task oriented.

Lyn Stankevich titled nursing administration research: an evolving science 2014. This focus on practice, scope, policy etc.

Mary¹, Terris², Makeline³, R.N⁴ and M.S¹ titled Nursing administration research: head staff nurses and staff nurses. This was done for future trends etc.

LIMITATIONS OF STUDY: -

The study is limited to approach, settings, time, money, participation. The availability, interest, management interest. The study can be done in different settings, sample sector etc.

CONCLUSION: -

The study concluded on fact there is need of proper administrative cooperation of staff and head to make smooth functioning of hospital. There is need of administrative check on the power's delegation. The proper feedback system for proper promotion and upgradation of the system. The need of rotation of posts among similar officials for prevention of autocratic approach and decrease favouritism. The Govt should have proper accord of work. A friendly work environment for the reduction of burnouts.

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