



REASONS FOR DISENABLING THE HEALTH ADMINISTRATION SPECIALIST TO MANAGE HEALTH CENTERS OR HOSPITALS

**Majed. M. Alluabi^{1*}, Abdullah. M. Allahyani, Mastoor. T. Alsulami¹,
Abdullah. A. Alghamdi¹, Fahad. S. Almalki¹, Jawaher. J. Sabbagh¹, Rabih. S. Alzahrani¹,
Abdulaziz. A. Alsubhi², Nawaf. A. Alfadhli¹, Bader. J. Albushre¹, Nasser. A. Alghamdi³,
Ibrahim.H.Alzahrani²**

¹Ministry of health -Health cluster in Mecca, Ministry of health in Jeddah², Ministry of health in AL-Baha³

***Corresponding Author:** - Majed. M. Alluabi

*Ministry of health -Health cluster in Mecca,

DOI: 10.53555/ecb/2022.11.7.55

1. Introduction:

The institution various and forked, and therefore subject only to a few stereotypes and measurements^[3]. The high degree of apprenticeship and particularism in the health sector, given that doctors are the most professional-knowledge- personalized staff in health institutions, which gives them great influence and authority that makes other staff (pharmacists and nurses) responsible to them. These special characteristics of the health sector make health management discrete in its performance, function, and accountabilities, and it also demands capable leadership components with high specifications that can deal with the specificities and complexities of this sector and fix the problems and issues facing it. The health director should be planned and always adhere to what is called responsiveness to the needs and demands of consumers of health services responsible for functions of planning, organizing, controlling, and coordinating services reconciliation health between the various and huge knowledge, attitudes, and skills that interact in the functioning of the health system^[4]. The health management main is one of the best health specializations in terms of the possibility of investing in many manager positions at all levels in the health sector. It was given to be one of the means to resolve most of the organizational problems in the Ministry of Health^[5]. Dr. Al- Deghather, an accomplice professor at King Saud University and consultant in the management of health services, clarified in an article in Al-Riyadh newspaper entitled (Granting the doctor the management of the hospital fails the administrative process). Other government agencies have referred the lack of Saudi doctors to the policy of the Ministry of Health, which demands that hospitals or hospital departments be administered by doctors, and premonitory that the problem will worsen after the opening of new hospitals announced by the Ministry of Health. Al-Deghather said: This location will worsen year after year in light of the decision-making culture in the Ministry of Health, which prohibit anyone to administer the hospital unless he is a doctor appeared by what happened in a hospital in Riyadh when a professor at King Saud University was appointed and he has a clinic in the hospital for years to run Hospital, but it was opposed by the Undersecretary of the Ministry of Health on the cloak that this doctor who is definite to run the hospital is not a doctor, indicating that one of the solutions is to enable holders of specialized certificates to practice their

specialties, just as the holder of a nursing certificate practices the nursing profession, so the handle of a hospital management certificate must enable him to practice his work, and the hospital management should not be rely on doctors, and it is adequate to have a chief physician or a medical manager in it, Regarding focusing on doctors and ignoring other needful specialties, Dr. Al-Deghather aforesaid what Dr. Banoub from the University of South Florida in the United States of America said that the problem of the Gulf Cooperation Council countries is in centering on doctors when talking about the health labor force, even though the hospital cannot function. Without the pharmacist, lab technician, radiologist, or medical records technician. And the doctor in the private sickbay must have a male or female nurse and a reception administrator to set appointments and collect patients' treatment fees. And he stated that one of the reasons for focusing on the number of doctors and ignoring other requisite specializations is that the health decision-makers for the growth of the workforce are from a medical background and the sequent ministers of the Ministry of Health care doctors, the undersecretaries of the ministry are doctors, hospital directors are doctors, and the heads of managerial administration are doctors as if as long as the doctor has the recovery for the organic illness, he has the healing for the administrative illness, which is not true at all, as proofed by the fact that the most successful hospitals in the United States of America are managed by 80% of them by specialized administrative, not by doctors^[6]. A good leader must possess intentions, values, and behaviors that are not intended to harm and respect the rights of fall parties^[7, 8]. Leadership is characterized as the manner of a person when a series of activities are immediate towards a collective target. Key aspects of the leadership function contain influencing the group activities and confirming the shifting difficulty when thinking about the leadership of healthcare professionals that most theories were not, they are advanced in the healthcare case but are usually developed to put up a business and then share to healthcare. The theory is founded on organizational behavior studies that suggest people are happier and more satisfied with their work when they have supportive leaders who empathize at a personal level^[9,10].

2. Material and Methods

This study was started in (the city of Mecca in Saudi Arabia), begin writing the research and then recording the questionnaire in June 2022,

and study finished with data collection in October 2022. The researcher used the descriptive analytical approach that uses a quantitative or qualitative description of the social phenomenon, and (Reasons for disabling the health administration specialist to manage health centers or hospitals). This type of study is characterized by analysis, reason, objectivity, and reality, as it is concerned with individuals and societies, as it studies the variables and their effects on the health of the individual, society, and consumer, the spread of diseases and their relationship to demographic variables such as age, gender, nationality, and marital status. Status, occupation ^[1], and use of the Office Group 2010 histogram for Excel to rank the results by dragging them on the statistical software ^[2].

3. Results and Discussion

A questionnaire is a remarkable and helpful tool for collecting a huge amount of data, however, researchers were not able to personally interview participants on the online survey, due to social distancing regulations at the time to prevent infection between participants and researchers and vice versa (not coronavirus participation completely disappearing from society). He only answered the questionnaire electronically, because the questionnaire consisted of tenth questions, all of which were closed. The online approach has also been used to generate valid samples in similar studies in Saudi Arabia and elsewhere ^[3]. The first question of the questionnaire for the participants to answer was about Do you have sufficient experience in how to manage health centers or hospitals? 71.4%

answered yes and 28.6% said no. The second question is: Do you have a clear and complete knowledge of the basic duties of the administration manager in health centers or hospitals? 75% answered yes and 25% said no. The third question is about do you have a clear job description for the director's duties in health centers or hospitals. 39.3% answered yes, and 60.7% answered no. As for the fourth question, are you a recent graduate of the Department of Health Administration from a college or university? 29.6% answered yes, and 70.4% answered no. The sixth question is, are you one of those people who favor reaching the goal in the shortest way? 71.4% answered yes and 28.6% answered no. The seventh question was about Do you have the desire to achieve what others (former managers) failed to do? All participants answered (100% yes), the eighth question: Do you have ambitions to develop the health center or hospital that you run? 96.4% answered, while 3.6% answered. As for the ninth question, are you one of the managers who seek to develop their employees by joining training courses? 92.9% of them answered yes, while 7.1% b said no. The tenth question is about not assigning you to work as a manager because of your personality that is not suitable for work, employees, or officials in senior management. 35.7% answered, while 64.3% said no. The eleventh question is: Are you one of the managers or those who prefer punishing employees? 17.9% answered yes, while 82.1% answered no. The last question was about whether your managers at work do not like your way of working or management. 32.1% answered yes, while 67.9% did not.

Table 1: Opinions and attitudes of health practitioners in the reasons why health management specialists are not able to manage

Questions	Yes	No
Do you have sufficient experience in how to manage health centers or hospitals?	71.4%	28.6%
Do you have a clear and complete knowledge of the basic duties of the administration manager in health centers or hospitals?	75%	25%
Do you have a clear job description for the director's duties in health centers or hospitals	39.3%	60.7%
Are you a recent graduate of the Department of Health Administration from a college or university?	29.6%	70.4%
Are you one of those people who favor reaching the goal in the shortest way?	71.4%	28.6%
Do you have the desire to achieve what others (former managers) failed to do?	100%	0%
Do you have ambitions to develop the health center or hospital that you run?	96.4%	3.6%
Are you one of the managers who seek to develop their employees by joining training courses?	92.9%	7.1%
not assigning you to work as a manager because of your personality that is not suitable for work, employees, or officials in senior management	35.7%	64.3%
Are you one of the managers or those who prefer punishing employees?	17.9%	82.1%
Whether your managers at work do not like your way of working or management	32.1%	67.9%

4. Conclusion

He state, may God preserve it, cares about everything that concerns the well-being and happiness of the citizen and the resident. The

Ministry of Health is represented by the minister and the undersecretaries of the ministry are considered bureaucrats. They only care about putting managers who can comfort

them and not discuss them. Therefore, they put in these places the same doctors and not others, even if there are specialists Most of them are in the field of health administration, with experience and competence.

5. Acknowledgment

To begin with, I would like to Praise God and thank Dr. Anas S. Dabool, from Umm Al-Qura University, Mecca, Saudi Arabia. And the researchers who make the project comes to light.

6. References

1. Alserahy, Hassan Awad, *et al.* The thinking and scientific research, Scientific Publishing Center, King Abdul-Aziz University in Jeddah, the first edition; c2008.
2. Al Zoghbi, Muhammad, AlTalvah Abas. Statistical system understanding and analysis of statistical data, first edition, Jordon-Amman; c2000.
3. Kadasah NA, Chirwa GC, *et al.* Knowledge, Attitude, and Practice toward COVID-19 among the Public in the Kingdom of Saudi Arabia: A Cross-Sectional Study. *Front. Public Health.* 2020;8:217.
4. King Abdulaziz University website: [\(https://www.kau.edu.sa/Files/0013892/Subjects\)](https://www.kau.edu.sa/Files/0013892/Subjects).(Access ed on 10/12/2022 AD)
5. <https://makkahnewspaper.com/article/1057216/16-Mar-2023-07:14:36-GMT> (Accessed on 10/12/2022 AD)
6. <https://www.alriyadh.com/185873>. 5, Mar 2023 GMT 00:42:34. (Accessed on 10/12/2022 AD)
7. Salem S Al-Touby. Functional Results-Oriented Healthcare Leadership: A Novel Leadership Model *Oman Medical Journal* al. 2012;27(2):104-107.
8. Almgren G. Health care politics, policy, and services: asocial justice analysis. New York: Springer Publishing Company; c2007.
9. Garman AN, Brinkmeyer L, Gentry D, Butler P, Fine D. Healthcare leadership 'outliers': An analysis of Senior administrators from the top U.S. hospitals. *J Health Adm Educ.* 2010;27(2):87-97.
10. Collins D, Holton E. The effectiveness of managerial leadership development programs: a meta-analysis of studies from 1982 to 2001. *Hum Resour Dev Q.* 2004;115(2):217-248.