



Role of Management and Key Factors of Leadership in Healthcare

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Abstract

As a health extension practitioner you may not think of yourself as a manager or a leader, but good management and leadership is a key part of any organizations success, including all levels of the health services, you will be expected to play a leading role in managing health resources efficiently and effectively in your local community.

In order to manage the work, people and operation of local health services, health practitioners should be equipped with knowledge, skills and competencies of management and leadership, knowing key concepts and functions such as planning, implementation, monitoring and controlling will be necessary when dealing with the health of your community and all the individuals within it. you will be a leader when it comes to achieve primary healthcare goals.

Keywords: Management, Leadership, Healthcare management, Effective communication

Introduction:

Role of management -

Management is quite simply getting things done through people. Due to management because it will help you achieve your intended goals using management techniques will help show how to make changes to improve the health of everyone in community. Healthcare management theory evolves out of more general theories of management that govern the effective use of human and material resources and apply them in a healthcare settings. your key goal in community health management is improving the health of your community. Reaching this goal requires an understanding of concepts of management and leadership. Three most important concepts in healthcare management are effectiveness, efficiency and equity.

1. Effectiveness-concept is a measure of how well an organization or a person in an organization is meeting their goals. for eg: if goal is to provide high quality healthcare and the organizations or person succeeds in doing so, then they are working effectively. if the healthcare provision is poor and people are not satisfied then the organization or person is not effective. The health sector becomes effective when health managers choose the correct goals and then make sure that their health teams can achieve them.

2. Efficiency-Healthcare management involves getting things done using human, financial and material resources so that the goal of improving the health of community can be achieved. Efficiency is a measure of how well the health sector is using its resources to achieve that goal. If money and materials are being used



well and there is little wastage then you are working efficiently. If costs are too high or materials are being wasted then activity is inefficient. Efficiency involves doing things right using resources wisely and with a minimum of waste.

3.Equity-Access to healthcare is the basic right of all people. However this doesn't always happen in real life for many reasons. Health inequalities are a result of unfair distribution of resources and may be associated with low income levels, housing, education, gender.

Principle of management-

1.Team spirit

2.Division of Labour-balanced proportion of each type of worker to the work to be done.

3.Focus on Results not activities

Management roles and levels-

1.Coverage of services-planning, implementation and evaluation

2.Resources-staff, budgets, drugs, equipment, buildings, information.

3.External relations with partners-service users

Health sector managers become managers after working in a technical role within healthcare. Many healthcare combine management with clinical or other technical work. The leader role involves all the leadership and motivational activities that are essential for the effective management of people. A leader acts as an example for other team members to follow. you may have to give directions to those who you are working with, make decisions and mobilize community support.

Key factors for successful hospital leadership and management-

1.charismatic leaders

2.mentally strong leaders

3.Empowering leaders

4.leaders impart interprofessional appreciation agile leaders

Good leadership helps ensure that patients receives the best care possible while team management ensures that everyone works harmoniously to achieve the common goal of providing quality healthcare services.

Imagine you have been unwell for a long time and have decided to visit a hospital for proper treatment. As you enter the hospital, you notice dozens of people moving around from doctors and nurses to administrative staff. You also see patients who are being attended to and those who are waiting for their turn, what makes things run smoothly in this complex setting? Then there needed a good leadership and team management. In healthcare organizations, its essential to have strong leaders who can manage team effectively. Good leadership helps ensure that patients receive the best care possible while team management ensures that everyone works harmoniously to achieve the common goal of providing quality healthcare services.

Importance of communication in healthcare leadership and team management-

Effective communication is crucial in hospital environments. In healthcare settings, communication take many forms from verbal communication between medical professionals and patients to non verbal communication between staff members.

Here are some types of communication used in healthcare settings;



- 1.verbal communication includes face to face conversations, phone calls, vedio conferencing
- 2.written communication includes medical records, e mails and reports.
- 3.non verbal communication includes body language, facial expressions and gestures.

Key skills needed for successful healthcare leadership-

Successful healthcare leadership requires a unique set of skills such as

- 1.effective decision making
- 2.adaptability and flexibility
- 3.ability to build and maintain trust with your team
- 4.building and managing high performing teams in healthcare settings
- 5.hiring and onboarding the right people for your team
- 6.identify and address conflicts with teams
- 7.strategies for motivating and empowering healthcare teams to perform at their best
- 8.embracing technology for effective healthcare leadership and team management

Health services management-

Health service management require clear and concise communication, insightful planning and competent decision making. The core of these factors is a capable leader. Major healthcare decisions often lie on the shoulders of management, emphasizing the significance of efficient leadership in the field. Leaders in healthcare play a crucial role in setting a vision for their team and the entire organization. They are responsible for maintaining operational efficiency, while also

employing strategies for expanding services and improving patient outcomes. Leadership influences healthcare staffs motivation and job satisfaction. Good leaders securing the required resources and optimal use of services. health service management requires leadership that can efficiently ackle challenges while driving the team and organization towards success. Such leadership qualities include strategic thinking, problem solving and excellent communication skills. Effective leadership also denotes positive work environment while approaching any internal conflict or issue. They prioritize team work, share responsibility for the success of the organization.

Conclusion:

Research findings concludes that the effective leadership provide the favourable results for the growth and development of organization with the proper utilisation of resources and time management. Best to best skills, knowledge approaches to patient satisfaction related to healthcare services. Staff members involves in healthcare management should have been satisfied from organization and the efforts done upto the mark. And the only aim for all the members involves in working is that work for the patients and organisation so that the organization run in a proper and systematic manner.

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