

Environmental factors affecting organizational entrepreneurship development in Iranian public hospitals

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● Abstrat

Introduction: The most significant issue regarding the study of change in organizations is related to organizations environment; the territory in which organizations form and change. Environmental dimensions and features are the values used to estimate and understand the environment surrounding the organization.

The main focus of this study is to identify the effective environmental dimensions and features on the organizational entrepreneurship in Iranian Public hospitals and in order to estimate their effectiveness on the entrepreneurship activities.

Methods: The country's pole scientific hospitals are the environment of the research and the statistical sample of it consists 500 of mid managers and experts including the supervisors, head nurses, nurses and the experts of official affairs who have at least the bachelor's degree. In the research, the classified random sampling method has been used. In collecting the data, the standard questionnaire had been used and methods such as operative analysis, path analysis and model fitness by means of SPSS and LISREL software were applied.

Results: The amount of KMO Index of environmental features is 83%, their p-value is under 0/05 and the accomplished division covers 89 percent of the variance, which means the derivate environmental values are really suit. The amounts of fitness accuracy of CFI, NFI, RFI and IFI of this model were all more than 0.99, the amount of its GFI is 0.99 and the amount of RMSEA is 0.05 which was suitable. The relation of environment dimensions, its values together, related employment variable and also the considered paths had been accepted.

Conclusions The dimensions of dynamism, complexity, munificence, struggle and their features in the external environment of Iran public hospitals had existed, while they have all kinds of direct and significant effect on its organizational employment. Therefore, the existing circumstances in the outer environment are ready for persuading, impulsion and leading the hospitals toward employment and encountering the existing evolutions.

Keywords: Entrepreneurship, Organizational Entrepreneurship, Organizational Environment, Hospital

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Situational analysis of drug chain management in rural health houses at Masjed Soleiman district and effect of an educational intervention on process improvement

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Introduction: The aims of present study were to situation analysis and assess the effect of educational intervention on medicine chain management of public health care system's health houses in Masjed Soleiman district, Khuzestan province, IRAN.

Methods: This applied study conducted in 2013 and consisted of three phases. The first phase was a narrative review; the second was a qualitative study (focus group discussion and indept interview) to determine the views and opinions of decision makers with respect to influential factors and strategies for improving approaches of medicine chain management and third was a quantitative study (interventional study) to examine effect on education of behvarzes (health workers) in all of the health houses in Masjed Soleiman district.

Results: The findings indicated that there was a considerable gap between present and appropriate situation of medicine chain management. Educational intervention was improved of medicine chain management in 3 dimensions of medicine's procurement, supply and distribution ($p < 0.001$). The most important findings were necessity of increasing the behvarzes's participation in correction and improvement of medicine chain processes, sorting medicine in medicine pharmaceutical shelves, returning medicine near expiry date, requesting medicine supplies by behvarzes, emphasis on correct and in timed medicine use and medicine maintenance by patients.

Conclusions: the findings of this study indicated that existing educational materials and programs must be revised. Educational need assessment for behvarzes and their teachers and improving their teaching skills, using more effective instructional methods for behvarzes such as holing focus group discussion, practical works, and modern training aids are recommended.

Keywords: Education, Medicine Chain Management, Health house

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The relationship between organizational climate and responsiveness in Hamedan and Yazd's selective hospitals in 2013

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The Relationship between organizational safety culture and organizational commitment: A Case Study of Islamic Azad University, Science and Research

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● Abstrat

Introduction: One of the main responsibilities of human resource management, employee retention and optimal use of their ability to build successful organizations. In view of the sensitivity of the local university educated workforce education, this study examined the relationship between organizational health and employee commitment in forming components, Science and Research Branch, Islamic azad university, is dealt.

Methods This correlation study was done in 1390. Ninety non-faculty employees Science and Research Branch, Islamic Azad university, a stratified sample was selected as the university college and seminary staff. Data organizational commitment questionnaire porter and organizational health questionnaire. Data through official correspondence with subjects and forms a self-study were collected. Data analysis of the mean and standard deviation to describe the frequency distribution and the Pearson correlation coefficient for correlation between organizational health and employee engagement scores were used. ANOVA, t-test and regression analysis were used.

Results: The mean and standard deviations for organizational health score 38.13 ± 178.85 (67%) and employee commitment 29.56 ± 145.16 (66 percent). Organizational health and employee engagement in the subset of subjects were not significantly different. Among all corporate health aspects of the institutional unity $r_1 = 0.657$, observed $r_2 = 0.464$, structuring $r_3 = 0.640$, support resources, $r_4 = 0.566$, database $r_5 = 0.362$ and spirit $r_6 = 0.625$ there was a significant positive correlation with organizational commitment ($P < 0.001$). Regression analysis showed that organizational health and employee engagement to explain the rate is 55.6% ($F = 17.3$, $df = 6$, $P < 0.01$). Component effective predictor of institutional unity with beta 0.335 and $P < 0.001$ respectively. The second factor affecting the morale and organizational commitment ($P = 0.05$, $\beta = 0/306$).

Conclusions: Given the significant relationship between organizational health and employee engagement, Trying to build healthy organizations through institutional unity with measures such as support staff in dealing with environmental problems and recognition of creative ideas and boost their morale with plans like creating an intimate atmosphere, Combined with collaboration and respect and avoiding discrimination can be effective in enhancing organizational commitment.

Keywords: health, organizational commitment, staff, university.

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A Survey on Level of Medical Records Staff' Familiarity with Computer and the Basic Concepts of Information Technology in hospitals affiliated to Mazandaran University of Medical Sciences, 2013

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Introduction: Medical staff due to nature of their job more than other health workers need to skills for using computer and Information Technology. The aim of this study was to survey level of medical records staff's familiarity with computer and the basic concepts of information technology.

Methods: This study was cross-sectional, and population consisted of all medical record staff that graduated in medical records Course in hospitals affiliated to Mazandaran University of Medical Sciences. In order to determine the medical staff familiarity with of computer and the basic concepts information technology, researchers were referred to the hospitals and written test were taken of staff. The written test in accordance with research objectives, and includes 96 multiple-choice questions. The validity of Questions was confirmed by experts view, and the test-retest was used for measuring reliability. Gathered Data were analyzed by SPSS using descriptive statistics (Mean, frequency, percent).

Results: The results showed that, Overall, staff's ' familiarity with computer and the basic concepts of information technology were low. Among the various IT skills, the most familiarity with computers were the ability to use the computer and managing files with an average (6.9), and lowest was related to familiarity to Access with an average (2.7). Male staff had more familiarity with computer and the basic concepts of information technology than female staff (5.7:4.8).

Conclusions: According to the inadequate medical staff familiarity with computers and their role in hospital health information management, there is a need to improve their skills. Thus, it is proposed through in-service training, increase computers and information technology skill in staff.

Keywords: Information Technology, Medical Records Staff, Computer literacy

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The Relationship between mental health and skin glands the mediating role of job stress, the issue of Tehran's urban train operators

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Introduction: one reason that the World Health Organization (who) defines health, mental health is an integral part of the overall health of a person (State, 2006) The aim of this study was to test the GHQ mental health groups. , driverless trains and other leading specialty Dermatology, Razi Hospital, to determine the effect of stress is on the skin disorder.

Methods: The sample of research train operator's glands of 30 patients and 30 non-administrators referred to Razi Hospital, Tehran is the specialty of Dermatology, Data using descriptive and inferential statistical analysis was performed with (SPSS) software.

Results: indicate that the drive train is not significantly associated with the incidence of oil glands, But high oil glands of the common rail operators mental health score cutoff "66/26" may The work shows the influence of stress (stress) glands and is also the leader of the study group of 30 patients, Mental health was sufficient in this group, although they all have oil glands. Mental health score, show no correlation with oil glands.

Conclusions: Despite the fact that the sebaceous glands train operators Stress related to job and is not operational.

Keywords: Job stress, mental health, skin diseases·metro operators.

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