

Improvement of human resources in the health care system
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Совершенствование человеческих ресурсов в системе здравоохранения
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Abstract: for the last time essential attention is paid to the issue of human capital management, so far as in the conditions of global information economics this part of resources can be a crucial aspect of industrial policy for achieving necessary competitive advantage.

Аннотация: за последнее время существенное внимание уделяется проблеме управления человеческим капиталом, до сих пор, как и в условиях глобальной информационной экономики, эта часть ресурсов может быть одним из важнейших аспектов промышленной политики для достижения необходимого конкурентного преимущества.

Keywords: management development, personnel management, personnel management system.

Ключевые слова: развитие управления, управление персоналом, система управления персоналом.

Currently, one of the most important areas of health care reform - is the formation of a new management system. In recent years, in the lexicon of professional activity and the term 'management' - sustainable management of modern production to achieve its high efficiency and optimum use of resources. In other words, management - is an activity for the effective use of material and technical, financial, human and other resources to the task.

Management - a function organized systems of different nature (biological, social, informational and other) to ensure the preservation of their particular structure, maintenance of the activities, the realization of their objectives and programs. Management is a multifaceted and systematic human activity that determines the presence in it of many of its functions. The control system is required to present two units: the control and manageable. Those - management subjects, and what run - control objects. Thus, the subject of management - a control unit in the control system, performing meaningful impact on facility management and facility management - controlled unit control system, sensing the control action on the part of the subject of management [1, p. 507].

The object of the control in health care may be the health care system in Uzbekistan, the subjects of the Republic of Uzbekistan, municipalities, healthcare organizations and their structural units, medical personnel and others. The health management system subject of management at the same time can also be a manager, and managed by link, for example, controls the health of the subject the Republic of Uzbekistan in relation to the health authorities of the municipality or individual health organizations is the subject of management, at the same time in relation to the Ministry of Health of the Republic of Uzbekistan serves as a control object. Basic knowledge of management is necessary, especially for nurses managers in the health system. With the identity of the head is largely related management style as an individual method of management activities. The management style is largely shaped by the existing relations between the manager and the staff in the process of adoption and implementation of administrative decisions [2, p. 655].

The most common management styles:

Authoritarian - a style of leadership absolute power in the same hands. It involves a complete denial of collective decision-making. The authoritarian leadership style in their daily activities should not be confused with the administrative and authoritarian style, effectively used in extreme situations. For the authoritarian management style characterized by exaggeration of the role of command forms of leadership, centralization of power, the sole decision-making. The leaders of this style focus primarily on the discipline and tight control over the activities of his subordinates, which is based mainly on the strength of power (coercive power). The initiative is not approved by subordinates, not stimulated, and even, in some cases, is suppressed. The exclusive right to new ideas, evaluation of the results has only the head. The head of an authoritarian style often blunt, straightforward, ambitious, suspicious, sensitive to criticism. Sometimes under this mask hides his incompetence and professional incompetence.

The liberal management style is called anarchist, connivance. The head of this style as it is away from his team. It is characterized by a minimum interference with the work of subordinates and staffs in general, the low level of demands as employees and to you. He prefers neutral methods of influence on subordinates, whose initiative though not overwhelming, but do not actively encouraged. In this situation, the authorities tend to use opinion leaders.

Democratic style - it is characterized by the decentralization of management, participatory decision-making; the initiative is supported by subordinate and actively encouraged. In relations manager with subordinates marked tact, endurance, kindness.

The dynamic styles of modern conditions optimal for leaders recognize, in fact, an entirely new style of management. This style of leadership is characterized by having a clear position on any issue, the creative approach to problem solving, willingness to take reasonable risks, efficiency and entrepreneurial spirit, intolerance of shortcomings, sensitive and attentive to the people, the lack of subjectivism and formalism, based on the collective. Management methods - methods and techniques is the impact of the head of the organization department of health or on the team for a more efficient use of available resources in order to address, its tasks. Organizational and administrative management practices allow, primarily compensating for shortcomings in the planning, to respond quickly to the changing situation and making adjustments to output the control object to the new parameters by the directives, orders, directives, orders, resolutions, regulations, etc. These techniques can effectively ensure the interaction between the individual structural elements of the system or the organization of health care.

References

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