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## Reasons for disenabling the health administration specialist to manage health centers or hospitals

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### Abstract

The aim of the research is to find out the reasons, that lead to the failure of health administration specialists to manage health centers, or hospitals and to know the attitudes and opinions of the participants in this matter. The questionnaire was distributed to 700 people (men and women), and the responses of 650 people were obtained in all health centers in Mecca region.

**Keywords:** Health administration, specialist, Health centers, hospitals

### 1. Introduction

The health system is one of the most compound systems due to the multiplication of expertise and skillfulness and their heterogeneity Health administration is variable and developing science and art that is affected by the revision in medical technology, training, and education of the health labor force, and the rise in the costumes of health services. The real trouble facing health foundations in general and hospitals, especially, is an administrative issue rather than a question of susceptibilities and purses. The significance of good health management is false in the truth that good health management is amounting to health for the body, as both age the slick and effective execution of all parts of good health management aims for good health services and vice versa. The American Hospital Association knows health management “as “health management is planning, organizing, directing, controlling, and coordinating resources, procedures, and paths by which wants and requests for health care and medical services are met and a healthy environment is stored by providing health care services to expanders as individuals and groups, and to culture as a whole.” Although there are popular things between health management and other administrative specializations, there is an essential and fundamental variation in the health sector, which puts the health manager in front of complexity and data unparalleled in other sectors <sup>[1]</sup>. The limited availability of exchequers and their high cost, in return for the great requests for these resources. The health leader is always demanding to give more with less <sup>[2]</sup>. High anticipations of clients of health services-discontent in general with the quality of what is consumed and the cost of these services <sup>[3]</sup>. The continued escalation in the cost of the service and the escort resentment on the part of the health services sponsored whether it is governmental or private clients or insurance firms <sup>[4]</sup>. Problems and dissatisfaction with the health service supplier, especially doctors, and nurses. There is dissatisfaction due to work pressure, raised a request for service, and dissatisfaction with working terms and low fares <sup>[5]</sup>. Human sights, social and professional ethics, which place restrictions and obstacles, either focusing on efficiency or economic considerations for health services. The distinction of health management stems from the specificities of the health sector and the specificity of its institutions as the largest and most complex sector. Among the distinguishing characteristics of the health sector are <sup>[1]</sup>. The individual nature of the health service, i.e. health services must be adapted, planned, and provided according to the needs of each individual <sup>[2]</sup>. The personal and individual nature of the health service makes the daily work of the health

institution various and forked, and therefore subject only to a few stereotypes and measurements <sup>[3]</sup>. 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 <sup>[4]</sup>. 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 <sup>[5]</sup>. Dr. Al-Deghaither, 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-Deghaither 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-Deghaither 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 <sup>[6]</sup>. A good leader must possess intentions, values, and behaviors that are not intended to harm and respect the rights of fall parties <sup>[7, 8]</sup> 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 <sup>[9, 10]</sup>.

## 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 disenabling 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 <sup>[1]</sup>, and use of the Office Group 2010 histogram for Excel to rank the results by dragging them on the statistical software <sup>[2]</sup>.

## 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 <sup>[3]</sup>. 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 to 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.

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