"Identifying and prioritizing the effecting factors on implementing policies of Medical Science University of Zabol"

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SECTION 3. General issues in management

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Abstract

Policy making University of Medical Sciences, in a comprehensive look, three stages of formulation, implementation and evaluation. In the full implementation of the policies of Medical Sciences, indices are several factors to identify them in order to streamline the implementation of policies is important. In this paper, according to studies, the perspective of managers, supervisors and experts on the factors affecting the implementation of the policies set and looked University of Medical Sciences. In the present study, type research methods analytical and applied in terms of goal. The population of managers, supervisors and reporters are Zahedan and Zabol University of Medical Sciences. The questionnaire that the overall validity of the content and reliable 0.84 with Cronbach's Alpha coefficient was estimated. The results of this study six important landmark in the implementation of policies were identified and ratings which include administration and bureaucracy, targets and policy development, enforcement expertise, personality traits and behavioral anchors, consumers and supported by the legal authorities.

Keywords: public policy making, vision, medical sciences, health document.
JEL Classification: D78, I11.

Introduction

Represents the metabolic efficiency of the health and function of biological systems. General health conditions for free from pain, injury and disease of the mind, body and soul defined (WHO, 2010). Opportunity to achieve health benefits of medical science, environment and society to grasp the essence of Medical Sciences in the past, make the best possible decisions for the current situation and considering the future of this science depends on intellectual trends. It is clear that the program must be defined and clear guidance for the future of this science. World Health Organization, health is a multidimensional problem interact with the stated according to the UN definition, health is a state of complete physical, mental, social, and not merely the absence of pain and disease (Ministry of Health, 2008).

Amartya Sen states that health is a fundamental element in empowering human capital is essential for developing countries (World Bank, non-communicable diseases, 2006). Based on economic approaches to public health, it has a direct impact on economic growth at the national level. Statistics show that health care and health promotion is effective access to general development goals the ultimate responsibility rests with the government is a healthy society, however, the role of the health system to achieve physical well-being is important. But also about the welfare physical and mental well-being,

especially in the social and spiritual sovereignty of sectors such as cultural institutions, economy, education, food, housing, etc. have important roles and responsibilities that must be taken into consideration (Department of Health, 2003).

1. Problem statement

Part of the function of a government that was responsible for the health and welfare of society and the amount of trust and legitimacy is important for citizens to hold government activities (World Health Organization report, 2000). Assess and strengthen administrative regulations and provide orientation and strategies for all actors in this section and overall responsibility and accountability at the highest level that the Ministry of Health, Treatment and Medical Education on behalf of the government is responsible for this task. The three policy performance (determining policy and major orientation of the health system), the rule of (applying all possible measures to ensure the implementation of policies) and cross-sectoral leadership (using legitimate means of influencing other sectors in order to achieve the goals and ideals of the health system) are manifested. The importance of the study of policy can provide the context for better understanding the importance of this article, as has three reasons to study policy:

1. understanding the nature and context of policy decisions and their effects (cyclical policy approach);
2. provide information on current solutions to application problems and the subsequent inclusion of this information in the process of policymaking (scientific approach); and

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3. understand the benefits and values influencing the process of planning and policy (social approach), although these are good reasons to study policy (Borojen, 1393).

In this article, we seek to answer the following questions:

♦ What factors affect the implementation of effective policies Zabol University of Medical Sciences?
♦ Ranking each of the factors identified in the implementation of policies University of Medical Sciences How?

2. Theoretical framework

The decision to form the philosophy of management as the most important and fundamental task is the management. In fact, every action that Minooei managers decision making. Although the decision is a concept familiar to all of us, its implementation is not easy and does not fit in the format specified. It runs all kinds and in different ways. Decision macro-level of society is the public policy (Rezqi Rostami, 2009, p. 10).

In fact, a policy decision that is formed in the state and state institutions and knowing the basics, fundamentals, and the models it is necessary for all government. There are several definitions of public policy, some simple and some are complex. Some believe that the complexity of public policy can be attributed to the general definition provided by it. Regardless of the simplicity or complexity of the policy, there is consensus that public policy is first and foremost political activity the dimensions of the various components of the political system has been affected. In general, public policy decisions that have defined in different terms. But, to simply say, public policy decision, that is, taken against a public problem (Alvani and Sharif Zadeh, 2007).

2.1. Health system policies. Since the good performance of the health system in all aspects, such as health care, research, management and leadership training all the way to knowledge, skills and abilities of university graduates doctors. Investment in research, buildings and equipment and supplies drugs and medical supplies are among the functions of the health system in this field.

2.2. Health system vision. "Islamic Republic of Iran in 1404 with the highest level of public health and has the most fair and most developed health systems in the region". Health system objectives are:

♦ Improving physical health, psychological, social and spiritual Iranian people with the highest place in the region by 1404 is achieved.
♦ Ensuring equity in health by the year 1404.

♦ Achieving first place in the region in compliance with Islamic law, accountability and respect for human and civil clients of the health system by the year 1404.

2.3. Prospect Medical University in line with policies set: Zabol University of Medical Sciences is determined to increase productivity, and customer and employee satisfaction by applying modern management techniques in the next five years. Among the ten top universities and best universities in the south of the country was and health services to be able to offer their target groups.

In order to achieve the vision of two super-university tries to achieve the following:

♦ The best center in the south of the country consent of recipients of services.
♦ The first medical tourist center south of the country.
♦ The most complete database of specialized units in the south of the country.
♦ The most prestigious and equipped with advanced equipment for diagnosis and treatment centers in the south of the country.
♦ Leading applied research tailored to the needs of the community is benefiting from experienced teachers.
♦ Leading training human resources in an efficient, knowledge-based, capable and committed in the south of the country.
♦ The most prestigious center in the southern region in terms of how to serve certain diseases.

3. Research history

Salmas and colleagues in 1390, as reported by experienced management and performance review policy and quality objectives Blood Transfusion Center of North Khorasan and its impact on the satisfaction of hospitals in 1390, did so to summarize his research, wrote that: They study in technical fields transfusion North Khorasan and with respect to the goals of the organization were in line with policy. The aim of this research was to improve management mechanisms in the organization of the importance of blood donors, blood and blood products to provide optimum health care while improving the country's health system Therefore, the current research on the performance evaluation system of quality assurance system was centralized database. Czech standards-based assessment list and the results of the two-month period goals, he added. Findings from 8 technical department Blood Transfusion Organization of North Khorasan in 1390 represents 82% of policy implementation and achievement of the goals set in 1390 is 85%. The results of the implementation of the objectives of the organization to the satisfaction hospitals was 85 percent (Salmasi, 2011).

Peirovi et al. surveyed in 2000 followed by the name of performance indicators in policy-making and decision-making University of Medical Sciences and Health Services, it stated that: The decision is the most important task of collection management tasks that ongoing process and a challenge for administrators. By decision is based on information and volume information overload (not analyzed) is now prevented from making optimal decisions. Explanation of performance indicators in different sectors and different working fields contribute to policy-making provides and an important factor for monitoring and control which is one of the management tasks. Their paper with the duties of senior managers and management skills needed to put analyzed the contents of said (Peirovi, 2000).

In another study entitled (implementing the Tourism Policy and Society) Group Osho and Bill Bramvol (2010) to review the implementation of tourism policies using community-based approach to their relationship. Using this approach to the study of tourism in terms of its social policy with a focus on the interaction, that affect the implementation of policy in Thailand, presented their findings showed How to implement Tmshy contains some bargaining power relations between actors and their interests are pursued (Krotvavsh, 2010).

4. Research methodology

The exact method of scientific research, organized, logical and stepwise to determine the problems, collect data, analyze them and extract valid results based on their is aimed at problem-solving. Before subjective is objective scientific research and it would help managers to make the most important factors in the workplace to avoid problems, solving them requires special attention is to minimize specify. Since the purpose of study is to identify and prioritize the factors affecting implementation of policies is University of Medical Sciences, This study is an applied-bit. After collecting the required data in a study, tests on them to babes and find appropriate answers to the survey questions is necessary. In order to achieve the desired objectives of the study and to answer questions. According to data from the statistical society, to treat data analytics business.

In terms of descriptive data collection and in correlation through a combination of research strategy both from qualitative data obtained from the quantitative data obtained from the navigation panel and expertise to collect and analyze data uses. The study questionnaire on the implementation of the industrial policy of the Islamic Republic by Rezqi Rostami (2004) provided the and the highest correlation with the object and purpose of the study was prepared. The model consists of seven components were used as the base model. In fact, confirmatory factor analysis model due to factors

influencing the implementation of tourism policies of the fifth development plan of economic, social, cultural and tourism policy visions is 1404. According to the University of Medical Sciences and document its vision and opinions of experts (Delphi) 40 factors were identified in the implementation of policies University of Medical Sciences and the importance of these factors was collected through questionnaires inventory research questions in a continuous interval between 0 to 10 (0 = very unimportant and 10 = very important) was questioned. The target population included all managers, supervisors and reporters are Zahedan and Zabol University of Medical Sciences of which there are 80 in total that using Morgan table, sample size was 66 students were selected. To check the Kolmogorov-Smirnov normality of the data collected from the test were used in SPSS. Given the significant findings (0.714) showed that the distribution is the normal data.

5. Data analysis

After collecting data to information for analysis were entered into the software SPSS. Cronbach's Alpha coefficient (0.84) showed that enough research has been the research questionnaire reliability (Sarmad, 2011. p. 169).

In Table 1, we will continue to demographic research.

Table 1. Demographic information

Years of service	Education	Age	Female respondents	Male respondents
More than 60% over 8 years	85% graduate	More than 50 percent of those over 30 years old	28%	72%

Bartlett test, factor analysis was performed in SPSS software and coefficients of each indicator as shown in Table 2 were extracted:

Table 2. Index values confirmatory factor analysis extracted and enforcement

Enforcement agents	Indicator	Share coefficient extracted	The amount of T	The standard value
Investment objective and policy development	Ability to review decisions	0/778	8/23	0/79
	Determine appropriate targets, clear and realistic	0/733	3/17	0/35
	Exposure to tourism as a priority economic development	0/718	0/05	0/34
	Non-conflict policy and socio-cultural values Vhnjarhay	0/614	3/71	0/41
	Given the scientific and cultural foundations	0/613	3/79	0/43

Table 2 (cont.). Index values confirmatory factor analysis extracted and enforcement

Enforcement agents	Indicator	Share coefficient extracted	The amount of T	The standard value
Investment objective and policy development	Avoiding political dealings goal setting	0/759	5/12	0/60
	Participation in the formulation of policy enforcement	0/788	3/55	0/039
	Tend to be forward-looking and oriented to long-term results	0/735	3/98	0/43
Supported by the legal authorities	There are legislative bodies and decision-making unit	0/782	3/91	0/47
	Exposure to tourism as a priority economic development	0/718	6/55	0/49
	Accelerate the process of privatization	0/793	5/94	0/63
	Legal protection of foreign investments	0/719	3/74	0/41
Behavioral and personality characteristics anchors	Giving authority to enforcement	0/831	6/08	0/63
	Attitude and a positive attitude towards the policy enforcement	0/679	5/38	0/65
	There is a sense of responsibility and commitment among presenters	0/700	7/04	0/7
	Knowledge and understanding of the enforcement orders	0/777	9/03	0/83
	Holistic and systematic thinking in decision-making	0/710	5/10	0/54
	Anchors refrain from imposing personal opinion on decisions relating to performance	0/680	7/38	0/72
Enforcement expertise	Up-to-date knowledge and enforcement and administrative staff	0/764	7/66	0/77

	Compatibility responsibilities expertise and knowledge	0/676	7/45	0/74
	Leadership skills among executives	0/643	6/63	0/68
	Specifying the duties and responsibilities of the executive	0/799	5/20	0/65
	There is clear and consistent communication system between the anchors	0/833	5/46	0/58
Consumers	Culturally appropriate to adopt policies	0/754	7/62	0/74
	Given the regularity of feedback and reaction to policy-makers	0/747	8/47	0/81
	Public awareness of policies developed	0/531	5/48	0/57
Administration and bureaucracy	Stakeholders tend to result in long-term programs	0/743	5/64	0/58
	The absence of multiple parallel and executive organs	0/788	5/52	0/57
	Decentralized administrative structure, flexibility and agility	0/704	7/48	0/73
	Training and timely enforcement	0/764	9/73	0/87
	Coordination and organizational regulations did not conflict with the policy announced	0/683	6/83	0/68
	Pilot implementation of policies	0/849	7/38	0/72
	There is performance evaluation system	0/693	5/47	0/60

After extracting coefficients and get the T to prioritize factors, seven major factor in the high enter the table at the top of paired comparisons and total coefficient matrix of paired comparisons are as shown in Table 3:

Table 3. Matrix of paired comparisons for each indicator

Factors	Investment objective and policy development	Supported by the legal authorities	Enforcement expertise	Personality traits and behavioral anchors	Consumers	Administration and bureaucracy
Investment objective and policy development	1	2.726	1.361	2.726	3.706	0.514
Supported by the legal authorities	0.366	1	0	0	0.98	0
Enforcement expertise	0.734	0.366	1	1.365	2.345	0
Personality traits and behavioral anchors	0.366	0	0.732	1	0.98	0
Consumers	0.269	1.0207	0.426	1.20	1	0
Administration and bureaucracy	1.945	0	0	0	0	1

Administration and bureaucracy in such a way that the sum of a minus Total Operating compared. On the diagonal of the comparison matrix of each factor 1 is equal to itself and low correlation matrix of

pairwise comparisons $a_{ij} = \dfrac{1}{aji}$ obtained.

The priority indicators are shown in Table 4:

Table 4. Ranking of each indicator and their impact on the implementation of policy

Rank	Indicator	Weight ranking
1	Administration and bureaucracy	0.538
2	Investment objective and policy development	0.386
3	Enforcement expertise	0.198
4	Personality traits and behavioral anchors	0.138
5	Consumers	0.136
6	Supported by the legal authorities	0.128

In the table above normal after a mean line of Table 3 above are shown in Table 4 were obtained.

Conclusion

In this section and to analyze the results and to answer research questions to examine and research findings during the review of these questions are discussed. In relation to the main research question and according to Table 2 factors affecting the implementation of the policy include six factors:

♦ Goal setting clear and correct formulation of policy.

♦ Support for the legal authorities – legal.
♦ According to behavioral characteristics and personality executives.
♦ Due to the expertise of executives.
♦ According to the target groups and users.
♦ Administrative system and an effective bureaucracy.

Also, the rating factors affecting implementation of policies Zabol University of Medical Sciences from the perspective of managers, supervisors and experts, Table 4 shows rankings.

Offers:

♦ Attention to the selection of operator and executive staff and education related updates, as well as organizational culture and attitudes.
♦ Accelerate the implementation of health policy at the University of Medical Sciences.
♦ Prioritize the promotion of knowledge and skills policy enforcement.

Enhancing and strengthening the statistical system and applied research and applied studies.

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