

Core competencies of a hospital administrator - expertise in building networks an...

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The paper “ Core Competencies of a Hospital Administrator in Saudi Arabia’s King Faisal Specialized Hospital” is a breathtaking example of a research proposal on health sciences & medicine. The aim is to review the literature existing finding the focus or core competency of a hospital administrator. The aim is to review the literature existing finding the focus or core competency of a hospital administrator. In this case, the establishment of a core competency as a previously existing and mandatory aspect of hospital management decisions is also important for looking at management in general: “ Core competence can relate to any of several aspects of its function: expertise in building networks and systems that enable e-commerce; speeding new or next-generation products to market; good after-sale service; skills in manufacturing a high-quality product” (Thompson and Strickland, 1997). Increased competitiveness is a common aim in the healthcare and hospital field if it is running from a business model. “ While a core competence is something a company does well internally, what makes it a core competence, as opposed to just a competence, is that it is central to a company’s competitiveness and profitability rather than peripheral” (Thompson and Strickland, 1997).

The aim of this research project is to determine what the core competencies and aptitudes for hospital administrators are. The project has a number of objectives and sub-objectives. The main objective is to gather data on the roles that hospital administrators are required to perform and the competencies, education, and experience that are prerequisite to this role.

The average hospital administrator in the United States makes twice as

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much as a ward physician. Furthermore, hospital administrators are considered to receive better holidays and overall working conditions than their peers who are still working in a hands-on fashion with patients.

Hospital managers are thought to encourage an atmosphere of communication and teamwork in the workplace that will motivate them, instead of tempting them with fraud and misbehavior. They can also provide these employees with encouragement in more individualized ways, such as choosing a system to publicly honor an employee, in which the awarded employee has their name and picture placed on a plaque that can be seen by others. Using this method, administrators and managers can foster an atmosphere of friendly competition where leadership and hard work are shown to have visible rewards. Performance-based measures like these, according to what gets rewarded gets done perspective, can go a long way towards improving the efficiency and effectiveness of employees.

Background

Hospital administrators worldwide need to realize that employee motivation and effectiveness in relation to reward power, in terms of financial and non-financial incentives as well as in terms of comparison with other types of power. The research could, therefore, find the most effective typology of differentiating the effectiveness of positional leadership against more organic methods. The motivation for physicians to move into the role of a hospital administrator is obvious. Both the pay and the conditions of the job are substantially improved (Lighter, 2000). The problem is that due to

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advancement in technology and the general increasing in size and complicity of the average healthcare setting, there is now a greater need for administrators at an extremely high personnel cost to the healthcare setting (Mefford, 2009).

Methodology

This research project will review the literature on contemporary hospital administration and leadership, and also make international comparisons. The project will take a systematic review of the trends occurring in this field with a particular close investigation of the up and coming role of information technology in hospital administration. It is estimated that empirical evidence from a wide range of associated fields will need to be studied in order to gain a comprehensive idea on hospital administrators (Carlson, 2005). The review of literature will also aim to include the latest discourse on the topic as well as reviewing current pathways to hospital executive positions in other countries. " Most Americans say they are satisfied with the U. S. healthcare system, but more than 70 percent of Germans, Canadians, Australians, New Zealanders, and Britons say that their systems need " fundamental change" or " complete rebuilding" (American, 2009). People tend to have universal goals of responsive and timely healthcare.

Programs of international comparison could include Saudi Arabia's King Faisal Specialized Hospital. " KFSH&RC is an 894-bed multi-facility, multi-entity tertiary care hospital and one of the leading healthcare institutions in the Kingdom of Saudi Arabia. Its mission is to provide medical services of

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highly specialized nature and promote medical research and education programs, including postgraduate education training, as well as contribute to the prevention of disease” (King, 2009). It is also important, as mentioned above, to look at the role of Information Technology in the healthcare environment.

“ The Company said in a press release that Al-Hammadi intended to promote the healthcare solution to other hospitals in Saudi Arabia and neighboring Gulf countries once the product was successfully operationalized in-house” (World IT Report, 2003).