Effective personal factors on capability from the staff point of view of training hospitals of Yazd Province

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ABSTRACT

Introduction: “Capability” as a motivational and hopefulness structure consists of strengthening the staff, nowadays known as a major element in the efficiency of organizations. Health – care organizations can access to capability of the staff; specially nurses with providing resources, supports, opportunities and necessary information. The nurses’ capability in the organization is effective for higher productivity.

Materials & Methods: The present research is descriptive. The sample consists of 185 nursing staff of three training hospitals of Yazd. The tool of gathering data is a two-part questionnaire including demographic data and 39 researcher-made questions about personal and organizational factors which effect on personal capability from nurses point of view. And Likert scale was used to answer. Data were analyzed in descriptive comprehensive level by using “SPSS” software “22” version.

Results: Results show the nurses’ attitude toward job proficiency is positive but their attitude about their real position at the organizational level is not. Meanwhile their attitude in terms of individual factors of under controlling environment barriers is negative but their attitude toward work importance that engage employee is positive.

Discussion & Conclusion: According to nurses’ point of view, their actual position and also the security and health of employee are not considered and nurses and their managers must step forward to identify the actual position and health.

The purpose: This research was carried out in 1394 with the aim of investigation of the factors affecting the capability of nurses from their views in the training hospitals of Shahid Sadoughi Medical Science University of Yazd.

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