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MEDICAL SCIENCES

ЭФФЕКТИВНОСТЬ ИСПОЛЬЗОВАНИЯ РАЗЛИЧНЫХ СТИЛЕЙ УПРАВЛЕНИЯ В ЗДРАВООХРАНЕНИИ

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EFFECTIVENESS OF USING DIFFERENT MANAGEMENT STYLES IN HEALTH CARE

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Анотация

В статье проанализировано эффективность различных стилей управления в здравоохранении, а также показаны преимущества и недостатки каждого из них.

Abstract

The article analyzes the effectiveness of various management styles in health care and also shows the advantages and disadvantages of each of them.

Ключевые слова: стиль управления, авторитарный, демократичный, либеральный, динамичный.

Keywords: management style, authoritarian style, democratic style, liberal style, dynamic style.

The problems of today require the use of effective leadership styles that contribute to solving various problems, create a comfortable psychological microclimate in the organization, motivate each employee to perform various tasks. The success of any organization depends entirely on the professional training of the leader, his ability to apply managerial functions and encourage the workers to receive an effective result of their work. The management system of the organization determines the nature of its formation and development. Whichever leader chooses the organization's development strategy, his style, motivation and nature of work depend on many principles. Effective leadership is aimed at achieving the set goals and objectives. The component of management style consists of both social and economic character of the manager's influence on the organization's activities.

The style of management is a category that reveals the unity of the psychological and intellectual self-management of a leader's personality. An important element in the management style of the leader is the direct influence on the subordinates. The style of management is based on personal qualities and can be adjusted for different situations by the most manager. Management of the medical institution is influenced by style features of the organizational behavior of the leader and his subordinates. Managers in a medical institution are subjects of their managerial and clinical activities, constantly in a situation of need to make productive managerial decisions. The style of making managerial decisions is significantly influenced by the individual characteristics of the manager and the specialty of the

profession of the medical worker. there is no concept of an optimal management style for all cases of life.

The most common are the following four management styles: authoritarian; liberal; democratic; dynamic.

Authoritarian management style is dictatorial. He is conditioned by the fact that the leader behaves rigidly and focuses exclusively on personal knowledge and interests. It takes clear positions and uses administrative methods of influence on subordinates, through coercion or reward. The initiative of subordinates is not approved and not stimulated, even in some cases it is forbidden. Only the head has the exclusive right to new ideas. The manager who adheres to the autocratic style of management sharply and rectilinearly expresses, with suspicion the subordinates, painfully reacts to any - critics.

This style of leadership should be used at the beginning of the process of forming an organization, while employees are not able to independently choose the goals and ways to achieve them.

Advantages of authoritarian style:

- clear instructions;
- Fast deadlines for accomplishing the tasks;
- does not require significant economic costs;
- quickly reacts to changes in external conditions;
- creates the impression of unity of management

actions to achieve the goal.

The main shortcomings of authoritarian style:

- deprives workers of initiative, creative inspiration;
- leads to staff turnover;

- Insufficient motivation of employees to work;
- there is no work on creating a favorable climate in the team;
- lack of employee satisfaction with their labor;
- the full dependence of subordinates on the leader. The democratic (collegiate style).

At its core is the most productive. A leader who adheres to this style actively involves subordinates in the process of making managerial decisions and managing the organization, thereby ensuring the probability of obtaining the right decisions.

The manager, a democrat, independently takes management decisions, but before consulting them he consults with his subordinates and makes certain adjustments.

Democratic management style is suitable only for those leaders who understand the psychology of subordinates and understand the social and psychological characteristics of the team. This style of management encourages employees to creative activity, creates a positive working microclimate in the team, generates mutual trust and cooperation.

Advantages of a democratic management style:

- psychological motivation to work;
- creation of favorable conditions for labor;
- creating conditions for career growth;
- promotes the emergence of competition in the team, encourages employees to work better;
- allows you to quickly navigate in unforeseen situations and make an effective management decision.

Disadvantages of democratic style:

- requires increased control by the head;
- To create a positive psychological microclimate in the team requires the involvement of highly qualified personnel.

- The democratic style of leadership is ineffective in cases when there is insufficient qualification and low activity of employees. This style of management leads to a decrease in the effectiveness of control by the manager, can significantly reduce the number of false management decisions, but requires more time to develop and make management decisions.

The leader-democrat needs to create certain conditions for free choice and solving problems by his subordinates, be able to use various methods of control over the implementation of managerial decisions and carry out their correction.

By introduction of modern innovative technologies and growth of scientific and technical progress has led to the spread of liberal management style. This is due to the fact that highly qualified specialists do not consider it necessary to obey the leader.

The liberal style of management is characterized by the fact that the manager formulates the problem before his subordinates, creates for them the appropriate conditions and limits for solving this problem. Leader - a liberal performs the function of a consultant, an expert, only estimates the results. A manager who adheres

to this leadership style is cautious, almost never interferes in the affairs of subordinates. This style of leadership is suitable only for those leaders who perfectly master the principles of delegation of authority, are able to set tasks and determine certain areas of activity, to contact the informal leader,

The advantages of a liberal management style:

- realization of the creative potential of subordinates;
- stimulation of workers' initiative.
- Comprehensive informing of subordinates about the situation in the organization,
- getting pleasure from their work;
- the growth of positive psychological climate in the team.

Disadvantages of liberal style:

- does not contribute to improving the efficiency of the organization as a whole;
- Encourages the creation of informal leadership in the team;
- the emergence of ambitions, the struggle for their advantage.

On the basis of the multifactorial choice of the management style, the selection of its optimal option falls on the shoulders of every manager of all levels of the hierarchy. To solve this problem, the manager must have a basic education in the field of the fundamentals of management psychology. Such knowledge is the key to a successful choice of management style for the current situation, flexibility and style change when obtaining change markers, work with personnel in the current situation.

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