

Organizacijska Kultura Zaposlenih V Zdravstveni Negi V

Položaj zaposlenih v zdravstveni negi Stališča zaposlenih v zdravstveni negi do vodenja in vodij v zdravstvu Odnos zaposlenih v zdravstveni negi do izobraževanja sodelavcev Priročnik za obvladovanje psihosocialnih tveganj in absentizma s pomočjo orodja e-OPSA Poznavanje profesionalnih vrednot zaposlenih v zdravstveni negi Obremenitve zaposlenih v zdravstveni negi zaradi izmenskega dela Zadovoljstvo zaposlenih v zdravstveni negi Uradni list Republike Slovenije Odnos zaposlenih v zdravstveni negi do pacienta odvisnega od prepovedanih drog Vpliv delovnega časa na kvaliteto življenja zaposlenih v zdravstveni negi Odnos zaposlenih v zdravstveni negi do uvajanja sprememb Ocena znanja zaposlenih v zdravstveni negi in oskrbi s strani delavcev v zdravstveni negi in oskrbi ter uporabnikov njihovih storitev Zadovoljstvo zaposlenih v zdravstveni negi v domski oskrbi Odnos zaposlenih v zdravstveni negi do forenzičnega pacienta Izpostavljenost zaposlenih v zdravstveni dejavnosti škodljivim snovem v zdravstvu Kakovost življenja zaposlenih v zdravstveni negi v povezavi z njihovim delom Javni zavodi med državo in trgom Odnos zaposlenih v zdravstveni negi do alternativnih in komplementarnih metod zdravljenja Usklajevanje družinskega in poklicnega življenja zaposlenih v zdravstveni negi Zadovoljstvo zaposlenih v zdravstveni negi na delovnem mestu Vivian Kopač Andreja Oto Lidija Ladan Saša Zorjan Neža Frčej David Marjanovič Simon Zadravec Slovenia Amal Perviz Romina Kutnjak Petra Žketa Lidija Žuturič Mitja Gril (zdravstvena nega.) Vanda Cerar Marina Čerčer Damir Majanovič Helena Kamnar Darja Bauman Neli Dovčak Merima Delić

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zaposlenih v zdravstveni negi Zadovoljstvo zaposlenih v zdravstveni negi na delovnem mestu Vivian Kopač Andreja Oto Lidija Ladan Saša Zorjan Neža Friš David Marjanovič Simon Zdravec Slovenia Amal Perviz Romina Kutnjak Petra Žketa Lidija Šuturil Mitja Gril (zdravstvena nega.) Vanda Cerar Marina Žercer Damir Majanovič Helena Kamnar Darja Bauman Neli Dovžak Merima Delić

teoretična izhodišča vodenje ljudi v zdravstvu je zahtevno in odgovorno delo vodje s svojim pristopom dejanji in vzorom odločilno vplivajo na to ali njihovi sodelavci delajo tisto kar se od njih pričakuje v smislu doseganja ciljev in poslanstva zdravstvenega zavoda z raziskavo smo želeli ugotoviti stališča in odnos zaposlenih v zdravstveni negi do vodenja in vodij v zdravstvu metoda uporabili smo kvantitativno metodo dela za zbiranje podatkov smo kot instrument uporabili nestandardizirani anketni vprašalnik ki smo ga oblikovali na podlagi pregleda literature uporabili smo neslučajnostni priročni vzorec raziskava je potekala v splošni bolnišnici slovenj gradec med izvajalci zdravstvene nege od 300 razdeljenih anketnih vprašalnikov sta bila vrnjena 102 vprašalnika kar predstavlja 29,4 realizacijo vzorca podatki so bili analizirani s statističnim programom spss 18.0 koeficient cronbach alfa je za vsak posamezni sklop presegel vrednost 0,7 rezultati zaposleni na področju zdravstvene nege v splošni bolnišnici slovenj gradec so z vodenjem glavne medicinske sestre in predstojnika oddelka zadovoljni pv 3,5 po njihovem mnenju vodje uporabljajo avtoritativni model vodenja pv 3,6 sledi mu transformacijski model pv 3,4 transakcijski model vodenja po njihovem mnenju uporabljajo najmanj pv 3,0 anketirani so ocenili da pri vodjih v bolnišnici prevladuje demokratičen stil vodenja pv 3,4 sledita avtorski s pv 2,4 in avtoritativni stil vodenja s pv 1,9 primerjava izvajalcev zdravstvene nege po izobrazbi med srednješolsko izobrazbo in visoko strokovno izobrazbo ali večje pri modelih vodenja pokazala da so izvajalci zdravstvene nege s srednješolsko izobrazbo v povprečju navedli večje zadovoljstvo glede pogovora z glavno medicinsko sestro oddelka o problemih pri delu t 2,612 p 0,010 prav tako so navedli večje zadovoljstvo z vodenjem s strani glavne medicinske sestre oddelka t 2,116 p 0,037 in zadovoljstvo z njeno odprto komunikacijo t 2,801 p 0,006 pri oceni stilov vodenja po izobrazbi so izvajalci zdravstvene nege s srednješolsko izobrazbo v povprečju navedli večje zadovoljstvo glede pogovora z glavno medicinsko sestro oddelka o problemih pri delu t 2,606 p 0,011 prav tako so navedli večje zadovoljstvo z delovnim vzdušjem ki ga ustvarja glavna medicinska sestra oddelka t 2,375 p 0,020 razprava izvajalci zdravstvene nege so zadovoljni z vedenji inami vodenja glavne medicinske sestre in predstojnika oddelka vodjem pripisujejo uporabo avtoritativnega in transformacijskega modela vodenja torej želeni obliki vodenja med stili vodenja ki jih uporabljajo vodje pri delu z zaposlenimi v zdravstveni negi prevladuje demokratični stil vodenja kar pomeni da vodja vključuje zaposlene v odločanje dovoljuje kritiko in s svojim načinom dela in razmišljanjem motivira sodelavce

prilagojena različica e opsa za dejavnosti zdravstvenega in socialnega sektorja je namenjena zaposlenim v zdravstveno socialnih dejavnostih bolnišnice zdravstveni domovi domovi za ostarele centri za socialno delo vzgojno varstveni ipd zavodi priročnik je poleg tega da seznanja

uporabnike s problematiko psihosocialnih obremenitev ki jih doživljajo zaposleni tako v svojem delovnem okolju kot izven njega uporaben pripomoček pri oblikovanju različnih preventivno promocijskih ukrepov usmerjenih v izboljševanje zdravja zaposlenih in njihovega počutja v delovnem okolju osnovan je na interaktivnih poglavjih in vključuje povezave do uporabnih spletnih strani iz področja promocije zdravja ki olajšajo strokovnjakom za zdravje in varnost pri delu pripravo ustreznih ukrepov ter z njimi povezanih dejavnosti kot jih narekujejo sodobne smernice na področju obvladovanja psihosocialnih tveganj posebno poglavje priročnika je namenjeno navodilom za delo s spletnim orodjem e opsa s pomočjo katerega se izdelava ocena psihosocialnih obremenitev zaposlenih in tveganja za razvoj prekomernega stresa absentizma prezentizma fluktuacije ter izpostavljenosti nasilju na delovnem mestu a handbook for managing psychosocial risks and absenteeism with e opsa tool is an integral part of the new freely available tool aimed at management of psychosocial risks and health related absenteeism e opsa tool is an adapted version of e opsa for employed in the health and social sector hospitals health care centres homes for elderly people centres for social work residential care institutions etc besides introducing the problem of psychosocial burdens experienced by employees at their workplace and beyond this handbook can be used as a useful instrument for designing a various promotional and preventive arrangements which bettering employees health and well being in their working settings as suggested by recent guidelines for psychosocial risks management a handbook is based on interactive chapters including also numerous links to supportive health promotion websites in order to facilitate the preparation of adequate measures and related activities commonly carried out by professionals in the field of health and safety at work a special chapter is dedicated to instructions for working with an online tool e opsa tool enabling an assessment of employees psychosocial burdens and risks of developing an excessive stress absenteeism presenteeism turnover and experiencing of workplace violence

teoretična izhodišča v bolnišničnem okolju je izmensko delo nujna oblika organiziranosti delovnega časa izmensko delo vpliva na kakovost poklicnega življenja s tem pa tudi na kakovost splošnega življenja medicinskih sester in ostalih zdravstvenih delavcev metodologija poleg osnovne deskriptivne statistike je bila uporabljena kvantitativna metoda raziskovanja vzorec je vključeval 171 medicinskih sester zaposlenih v splošni bolnišnici murska sobota s pomočjo programov microsoft excel in ibm spss 25 so bili za analizo rezultatov uporabljeni opisna statistika s frekvenčno porazdelitvijo standardni odklon povprečne vrednosti test razlik aritmetičnih sredin in hi kvadrat test rezultati ugotovili smo da je delovni urnik največkrat organiziran troizmensko f 62 s tedensko obvezo največkrat do 40 ur medicinske sestre ocenjujejo da izmensko delo največkrat f 38 pogosto vpliva na njihovo kakovost življenja 74 medicinskih sester ocenjuje da bi lahko živele kakovostneje če bi opravljale enozimensko delo povprečna ocena kakovosti njihovega poklicnega in zasebnega življenja se bistveno ne razlikuje med negativnimi posledicami izmenskega dela ki vplivajo na kakovost življenja največkrat ocenjujejo utrujenost in stres kot pozitivne posledice izmenskega dela pa čas za socialne stike s prijatelji družino čas za športne aktivnosti čas za počitek na podlagi hi kvadrat testa p 0 083 za preverjanje povezave med

oceno kakovosti življenja in oddelkom na katerem so anketirani zaposleni nismo ugotovili statistično značilne povezave razprava medicinske sestre bodo svoje delo morale vedno opravljati v izmenah zato je najbolje da se nanj fizično in psihično pripravijo vodje organizacij lahko s svojimi aktivnostmi izboljšajo kakovost poklicnega življenja medicinskih sester s čimer vplivajo na kakovost opravljenega dela svojih zaposlenih

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