

CLINICAL RESEARCH

Characterization of Managers Behavior Agree to the Economic Culture

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Received: 07 September 2021; Accepted: 25 September 2021; Published: 02 October 2021

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ABSTRACT

INTRODUCTION

The health educational manager behavior must be agree to economic rationality, moreover to the routine behavior. For that, decisions must be supported in a strong economic culture. Health economy supports rational decision taking by using the health technology evaluation as cost - effectiveness or cost - benefit, for example. This methodology may be used organizing possible decisions agree to priorities ranked by criteria selection.

OBJECTIVE

To characterize the manager behavior from the health educational managers from the Faculty of Medical Science “10 de Octubre” agree to the economic culture.

MATERIALS AND METHOD

Therapy methods: Analysis and synthesis, inductive - deductive and the comparative. Empiric method: Bibliographic research, scientific observation, interview and survey. The observation period was 2016 - 2017.

RESULTS

Health educational managers from the Faculty of Medical Science “10 de Octubre” don’t understand wholly the relevance from the economic culture for their self-manager behavior. This is because much of them don’t understand the close relation between management, economy, and health education.

CONCLUSION

Manager behavior from the health educational managers from the Faculty of Medical Science “10 de Octubre” agree to the economic culture is very empirical yet. As group haven’t understood the close relation between expected manager behavior with Economy in the health educational context.

KEYWORDS

Economic culture; Behavior; Health educational manager

INTRODUCTION

Managers from faculties of medical sciences must afford several challenges at same time across teaching and management activities. That's why they need a whole academic formation to may adapt to new contexts and continue with the formation of human capital for the health sector [1].

The academic formation of health educational managers must be multi - disciplinary. In this context, the formation across the economic culture plays a significant role because the relevance from the economic culture for the health educational manager behavior's [2].

Economics sciences and health sciences are close related around the economic culture. By the Economy side health is considered a special good while since the health point of view the economic is a health determining. However, the economic culture from health educational managers must be larger than this simple true [3].

A whole academic formation around the economic culture don't become to health educational managers in economists. However, may provide useful tools for a better understanding from the health educational management process' [4]. That's why the academic upping in economic culture from the health educational managers may make a powerful contribution to a better human capital formation for the Public Health [5].

Universities are academic and research institutions related the scientific, technical and social progress. They must provide the best scientific - technical options for the human development across results from the scientific research and academic and methodologic activities focused on the professional develop [6].

Professional upping constitutes a main structurer element for the formation of the health educational managers. It establishes a close relation based on the self-university strategic to obtain a higher professional step and the excellency too [7].

It isn't necessary wait to last time from the health educational formation to introduce the economic culture in the ungraduated formation. Neither must be optional for future health educational managers [8]. The pedagogical process need be organized in favourable way to the health educational manager formation. Thus, the graduated health educational manager may be inserted in a better form in the labour market and may make better contributions to the social development too [9].

The economic culture is a main part from a more complex process to obtain an integral culture. This process includes the obtention of knowledges, values and altitudes formed from the economic activity until the active participation from the necessary transformation of the present society. That's why the professional upping in economic culture must be understood as personal and social need characterizing all people behavior [10,11].

Life is holy and so much validated because of the limited life expectancy. That's why is very important take the best decision in each time to make the best use from life [12]. In this case, the health educational manager role's is very important because of relation between academic formation and patients' decisions [13].

The effectiveness from the health educational manager's in economic culture subjects must be shown by identifying the actual upping needs and organization agree to priorities. This means that each health institution needs understand the real importance from the professional upping in economic culture and give it the appropriate step in professional upping. Then, health institutions have the bigger responsibility around the professional upping around the economic culture headed by health universities [14,15].

Economic subjects are reflexed in each social sector and Public Health isn't excepted. Health services consume several resources keeping individual and social health and health quality too. In this sense, the economic culture defines a rational lifestyle agree to social principles where health educational managers have a self-space [16].

Economic subjects as efficiency are commonly used by health educational managers. Much time this use is empiric because health educational managers don't understand the whole large extension from the economic subjects in their manager behavior. This fact don't null the relevance from the economic culture for these managers else make emphasis in the importance from the economic culture for health educational managers [17].

The health educational manager behavior must be agree to economic rationality, moreover to the routine behavior. For that, decisions must be supported in a strong economic culture [18]. This culture type must serve as theories - practices and methodologies reference for health educational managers contributing to a better manager behavior. For that, the economic culture must be an always present part from the health educational thinking [19,20].

The most evident relation between health and economy is the health economy. This science is present in the Public Health administration and constitutes a powerful tool for health economic resources management [21].

Health economy is present projecting health budget agree to health institution priorities too. In this case, the efficient use from this resource is close related to health manager behavior agree to the economic culture [22].

Health economy supports rational decision taking by using the health technology evaluation as cost - effectiveness or cost - benefit, for example. This methodology may be used organization possible decisions agree to priorities ranked by criteria selection [23].

The close relation between health and economy is determined by both objective research too. By one side the economy is focused on individual and social relations between persons members from the population researched. By other side the health is focused on individual and social welfare from the whole population [24].

The practice agreement from both side is determined by economic culture social level. Then, the economic culture must play a decisive role as convergence element between economy and health [25].

The University of Medical Science of Havana has 12 faculties. One of them is the Faculty of Medical Science "10 de Octubre". This health educational institution has 36 head department, 36 substitute for them and 10 professors in methodologic behavior. All of them constitutes the manager population from this faculty.

Characterizing the manager behavior from them agree to the economic culture would be possible identify the main needs of professional upping in economic culture from this manager group [26].

OBJECTIVE

To characterize the manager behavior from the health educational managers from the Faculty of Medical Science “10 de Octubre” agree to the economic culture.

MATERIALS AND METHOD

Was made descriptive research about the manager behavior from the health educational managers from the Faculty of Medical Science “10 de Octubre” agree to the economic culture. As therapy methods were used the analysis and synthesis, inductive - deductive and the comparative. As empiric method were used the bibliographic research, scientific observation, the interview and the survey. The observation period was 2016 - 2017.

RESULTS

The results from the application of the empiric methods are showed in following.

OBSERVATION TO HEAD DEPARTMENTS

The scientific observation from the head department behavior may be found in the following table 1.

Table 1: Head department behavior agree to the economic culture.

No	Criteria	YES	NO
1	Managers utilize the economic subjects usually	2 5,6%	34 94,4%
2	Manager used the appropriate economic arguments when was necessary an explication with basic economic subjects	3 8,3%	33 91,7%
3	Manager behavior is agree to economic tools related to the manager process	4 11,1%	32 88,9%
4	When manager includes economic elements in the manager process it makes with sufficient economic base	2 5,6%	34 94,4%
5	Manager supports that health manager is mainly based on health knowledge	34 94,4%	2 5,6%

Authors self-making.

Economic subjects are poorly utilized by head departments from the Faculty of Medical Science “10 de Octubre”. This health educational manager behavior shows that the economic culture isn't sufficient yet. Much of them don't consider relevant the economic subjects for health educational management. This condition determines the few interesting in economic subjects for management activities.

SURVEY TO HEAD DEPARTMENT SUBSTITUTE

Results from the survey to head department substitutes are showed in the following table 2.

In this manager group, much of them haven't academic formation in economy. Between them the majority is formed under health sciences. Very few from them recognized the relation between the health educational management and the economic culture. Also, the majority considered that good results from the health educational management must be supported in health knowledge.

Table 2: Head department substitutes are showed.

Questions		YES	NO
1	Do you consider that health educational management and economic culture are close related	2	34
		5,6%	94,4%
2	Do you consider that good results from health educational management is mainly given by health academic knowledge	33	3
		91,7%	8,3%
3	The most important economic activities for health educational management are:		
	a) Financials?	32	4
		88,9%	11,1%
	b) Human capital formation?	1	35
		2,8%	97,2%
3	c) Others?	3	33
		8,3%	91,7%
4	Is it sufficient the available numbers of postgraduate courses on economic culture for the Faculty of Medical Science "10 de Octubre"?	6	30
		16,7%	83,3%
5	Head department introduces freely the economic subject...		
	a) In department meeting?	5	31
		13,9%	86,1%
6	If a superior apply to the head department for economic subjects use there is a corresponding between quality expected and the answer?	4	32
		11,1%	88,9%
7	Do you consider sufficient the inclusion of management and economic subjects in ungraduated formation	5	31
		13,9%	86,1%
8	Do you consider that superiors outside faculty understand the true importance from the economic culture for health educational manager behavior	3	33
		8,3%	91,7%
9	Front of a possible estrategy for postgraduate upping in economic culture...	2	34
		5,6%	94,4%
10	a) Could the faculty meet all necessities proessors?	33	3
		91,7%	8,3%
11	b) Does the faculty has someone professor sufficiently capacited to lead it?	36	0
		100,0%	0,0%
11	Does the head department have good disponibility for profesional upping in manager subjects?	35	1
		97,2%	2,8%

Authors self-making

These answers are close related with following from the head department substitute considered that financial relations are the most important for health educational management activities. This result is significant because much of them don't consider the formation of human capital in a university context as the main economic activity.

This result suggests that the economic culture from this group is insufficient for management activities yet [27].

SURVEY TO METHODOLOGIST PROFESSORS

The analysis from this survey could knew that the general knowledge about the upping programs based on economic culture is few. It could check that methodologist professors prefer short courses. Only one accessed to a diploma course and two preferred the self-upping.

This result is like the other health educational managers respect to the upping based on economic culture. Then, this condition is favourable to apply a similar educational strategy based on economic culture for all health educational managers from the Faculty of Medical Science "10 de Octubre". Also means that professors teaching must be well qualified as professors and health economist too.

From the ten methodologist professors just three had developed someone research where are analysed economic subjects. Also, just one had participated as student in some course close related to health economy.

Given the close relation between economy and health, these results may carry to several analysis. In first place, the economic culture from this group isn't sufficient to identify someone relation between the self-expected behavior and the health economy. In this case must be taken account that generally these health educational managers only identify the economic relations with the financial relations because don't identify economic relation outside monetarise relations. Then, it is very probable that methodologist professor may be using economic knowledges in self behavior in empirical way, without understand the economic supporting [28].

In second place, these health managers behavior may be supported in a very vertical position respect to health sciences that aren't close related to economic sciences. As consequence, the economic subjects may be out easily from the methodologist professor behavior. Anyway, a larger and extended economic culture in the health educational context from these methodological professors would make a better understanding between health, economy and pedagogy in the health educational context [29].

It is important consider that nine methodologist professors are letting their research with economic subjects. Nevertheless, this projection isn't sufficient yet.

These health educational managers expressed those courses offered based on economic culture hadn't been sufficient for them. Then, one of the causes of the few economic culture could be supported in this fact.

INTERVIEW TO HEAD DEPARTMENTS

Agree to an interview to the head department, from them only nine are upping in economic subjects at present. Given the significance from Economy as social science and the relation with Public Health, is few the interesting demonstrated from head department around the economic subjects.

Also is interesting that from those nine, five are carrying the economic upping by self. It is important point this fact because if much of them haven't academic formation in economic subjects the quality of that self-upping may be questionable.

In the group from the 27 head department who affirmed that they aren't in any upping form in economic subjects at present, 20 supported the insufficient availability of postgraduate course on economic subjects. The others seven considered irrelevant the economic upping for their manager behavior, being that the main reason because they don't receive any economic course at present.

In reference to the group of the 20 head department who supported the insufficient availability of postgraduate course on economic subjects, the Faculty of Medical Science "10 de Octubre" has the responsibility to provide the necessities postgraduate courses to contribute to a better management behavior from the head department. However, in reference to the seven head department who aren't receiving any economic course at present because them consider it isn't important the designing and applying of postgraduate courses in economic subjects which obtain a transformation of this manager thinking until acknowledge the whole importance from the economic culture for their self behavior as health educational manager.

Respect to the self-need of economic upping 25 said that they should need it. In reference to self-benefits from this economic upping 20 supported that would be useful applying to a superior position, nine said that didn't

and seven showed doubts. This result is interesting because the majority from the 36 head department has a real motivation to receive some economic subject. This motivation is important because can be the start point to apply some postgraduate strategy in economic subject to incite positively in the head department manager behavior.

Also 25 head department supported that the economic upping may make better their job, five said that don't and six showed doubts. This argument supports the idea that much head department are agree with economic upping in economic subjects for a better management behavior. Also shows the opportunity from the Faculty of Medical Science "10 de Octubre", to apply a postgraduate strategy in economic subjects for the institutional managers.

Head departments were asked about economic subject for the manager domestic control too, 21 were agree with touchable fix actives, 15 with costs, 21 with inventories, 15 with finances, 21 with salaries and 17 with accounting. This result is important because only the half as middle can understand the relation between the self-manager behavior and the domestic control. It is true that much of them don't need be specialized on economic subjects to be good health educational managers. Nevertheless, head department need understand and acknowledge all economic resources available for their self-manager behavior need be controlled agree to physic condition, function ability and financial cost too. Them, several items from the general accounting are present in the domestic control related to the manager behavior. Then, these managers must be responsibility with the economic domestic control agree to their self-function [30].

21 head department supported that economic upping must be considered an investment, four that must be considered a spend and eleven didn't opined. These 21 head departments are agreed with postgraduate formation in economic subjects as opportunity to extend self-capability for a better manager behavior and that's why they considered as investment. This is a great strategy, but it is a worry motivation the fact that the leasing head department don't understand the postgraduate formation out the pedagogical side.

Respect to the preferred upping form, only three choose to inter disciplinaries courses, nine preferred the courses at distance, six preferred the short courses at meeting department, 15 choose the diploma course, 19 preferred the short courses in general and two applied for trainer courses. This preference description is important because are showing the self-disposition front of each upping form. However, it is a big challenge the fact that 33 head department don't prefer inter disciplinaries courses because the postgraduate upping around economic subject should be difficult. In that case would be important to design postgraduate courses applied to their self-manager behavior to obtain a better motivation respect to these courses form.

Health educational managers from the Faculty of Medical Science "10 de Octubre" don't understand wholly the relevance from the economic culture for their self-manager behavior. This is because much of them don't understand the close relation between management, economy and health education [31].

This condition is determined in many cases because the self-academic formation in economic subjects is poor and very verticalized in health subjects don't close related to health economy. That's why the health educational managers form the Faculty of Medical Science "10 de Octubre" need a contextualized postgraduate strategy in economic subjects largely applied to the expected health educational behavior to modificate the manager

thinking until a better understanding from the relation between the management, the economy, and the health education across the economic culture [32].

CONCLUSION

Manager behavior from the health educational managers from the Faculty of Medical Science “10 de Octubre” agree to the economic culture is very empirical yet. As group haven’t understood the close relation between expected manager behavior with Economy in the health educational context.

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