Climatul profesional în spitalul de pneumoftiziologie
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The National Health System reform started in 2006 lead to changes upon the strategy and management team at Brasov Pneumology Hospital beginning a process of profound organizational changes. Objectives: The employers’ opinion descriptive research regarding the institution’s problems become the first organizational climate analysis. Method: An opinion questionnaire who gathered the following factors was applied: tasks and objectives defining mode, the work organizing manner, the relationship quality between the employers, the present motivation climate, resources and labour conditions, the management style, the general attitude against changes. The survey was applied to 123 persons of the 140 employers. Results: The relations quality rules in 56% over motivation and in 51% the factors that improve the organization’s general performance. Conclusions: The organizational climate analysis identifies critical issues that can be the starting points of new strategic actions.