

Organizational Climate in Health Institutions

Francisco Jorge Fernández Quintero¹, José Alejandro Concepción Pacheco² and Juan Carlos Mirabal Requena^{3*}

¹Specialist in Comprehensive General Medicine, Instructor teacher, University of Medical Sciences, Provincial Health Directorate, Cuba

²Doctor in Pedagogical Sciences, Graduate in Language, Associate Professor, Principal researcher, University of Medical Sciences, Postgraduate department, Cuba

³Master in Natural Medicine and Bioenergetics, Second Degree Specialist in Comprehensive General Medicine, First Degree Specialist in Physical Medicine and Rehabilitation, Assistant Principal Professor, Assistant Researcher, University of Medical Sciences, Provincial Health Directorate, Cuba

***Corresponding author:** Juan Carlos Mirabal Requena, Master in Natural Medicine and Bioenergetics, Second Degree Specialist in Comprehensive General Medicine, First Degree Specialist in Physical Medicine and Rehabilitation, Assistant Principal Professor, Assistant Researcher, University of Medical Sciences, Provincial Health Directorate, Sancti Spiritus, Cuba

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Editorial

The management of the organizational climate in health institutions and the importance of studies related to this topic are very well addressed in the position article "Management of the organizational climate: an urgent need in health institutions", [1] published this year 2023. Achieving the organizational climate in any institution is of utmost importance and its implementation is very necessary. Various investigations can be consulted on the need to maintain the organizational climate in any company, but in health institutions it is essential [2,3]. To evaluate this organizational climate it is necessary to take into account four dimensions or basic concepts: motivation, leadership, reciprocity and participation. The work environment is closely related to the behavior of workers and their superiors. Depending on how the organization that maintains their workplace is perceived by the workers, their level of satisfaction will be more or less high. The organizational climate is an important administrative tool that can contribute to the decision-making of managers. Depending on this organization, the behavior of productivity, the distribution of services, among others, can be projected. Always keeping in mind that this constitutes a process that

will be constantly perfected [4]. Adequate information management is another factor that influences decision-making where workers have a predominant role.

An adequate organizational climate together with effective information management in health institutions translates into better benefits for patients. Every manager has to be up to date on computer advances and use them to support their daily work. In various audits of services by health managers, it has been shown that sometimes the lack of managerial information on the part of managers has led to worker dissatisfaction. The importance of taking into account the close direct relationship that exists between adequate organizational climate-worker satisfaction-better results is very well defined in the article by Olivera, et al. [1]. Added to this triad, without a doubt, is the need for efficient and necessary information management by managers [5]. This facilitates the planning of material and human resources to provide quality care to the population. Once the management of the organizational climate in a center has been analyzed, it is necessary to apply strategies aimed at improving it, which in turn contributes to achieving positive healthcare results. The implementation of an organizational climate project in the

comprehensive diagnostic centers (CDI) of Venezuela encouraged changes in personal and labor relations among workers [3].

It is necessary to integrate into the work system of health managers the importance of knowing the organizational climate of their center, and provide them with the necessary tools that allow them to establish strategies for their favorable evolution. There are still many actions to be developed that can reverse errors that have sometimes ruined the adequate provision of services to the population. The management experience achieved by the authors allows us to affirm that the appropriate organizational climate and information management facilitate the actions of managers. Denying that there are inadequacies in the preparation of some of the managers at the head of health entities would not help achieve the standards of satisfaction of the population and workers that are needed. Being able to lead a group of health professionals will not be possible simply by having the knowledge to apply advances in the computer science area and the correct management preparation. It is necessary to involve all the workers who are part of the services provided by each health center to achieve the optimal organizational climate that favors raising the quality of care for the population. Each one is responsible for fulfilling the different functions assigned to achieve and maintain an optimal organizational climate.

Conflicts of Interest

The authors declare not to have any interest conflicts.

Author Contribution

1. Francisco Jorge Fernández Quintero: Conceptualization, Formal analysis, Fund acquisition, Research, Project administration, Resources, Supervision, Validation

2. José Alejandro Concepción Pacheco: Conceptualization, Methodology, Supervision
3. Juan Carlos Mirabal Requena: Conceptualization, Data curation, Formal analysis, Research, Methodology, Validation, Visualization, Writing – original draft, Writing – review and editing.

All authors agreed with the final report.

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Juan Carlos Mirabal Requena. *Biomed J Sci & Tech Res*



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