

Research

# Postgraduate Strategic in Economic Subjects for Health Educational Managers

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## ABSTRACT

### Background

Health institutions are administration centers where the taking decisions process plays a very important role. The health educational manager must afford several dares across the teaching, the research and the manager at same time. The health educational manager capacitating in economy subjects don't means that they will become in professional from the Economy Sciences. However, this capacitating process must provide useful tools for an effective management.

### Objective

To design a postgraduate educational strategic in economic subjects for the health educational managers from the Faculty of Medical Science "10 de Octubre".

### Materials and Methods

All managers and the substitute person where called to interview about the management behavior. Also all were observed in no-participative way in the management behavior. As theoretical methods were utilized the inductive – deductive, the comparative and systematization. As empiric method were used the bibliographic research.

### Results

The postgraduate strategic include seven courses and one of them is a diploma course. In each course the previous subject support the following. Thus is possible obtain a logic development from the teaching process.

### Conclusions

Was designed a postgraduate educational strategic in economic subjects for the health educational managers from the Faculty of Medical Science "10 de Octubre".

**Keywords:** Postgraduate education, Health economy, Management.

## INTRODUCTION

### Background

The appropriate and effective capacitating for the health educational managers is a main necessity from the University of Medical Science in the present context. This academic formation from the postgraduate

education is very important to make better the manager process in all health educational institutions.<sup>1</sup>

Health institutions are administration centers where the taking decisions process plays a very important role. For then the health educational manager need support the manager process with rational

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decisions since the Health Economy.<sup>2</sup>

The health educational manager must afford several dares across the teaching, the research and the manager at same time. In this case the appropriate postgraduate capacitating may a better adaptation from this manager to all changes occurring around the management process.<sup>3</sup>

Health and Economy must not be divorced. Since the economy side health is a personal and public good at same time and since the health side the economy is a health determining.<sup>4</sup>

The health educational manager capacitating in economy subjects don't means that they will become in professional from the Economy Sciences. However, this capacitating process must provide useful tools for an effective management.<sup>5</sup>

An appropriate postgraduate capacitating in economy subjects may available strong arguments to explain the social role from the health educational manager. That's why this capacitating type must be a powerful tool to make better the formation process from the human capital.<sup>6</sup>

Universities are academic and researches institutions related with the scientific, technician and social development. It must offer a solid postgraduate education in all subject related with. In the case from the University of Medical Science include to the health educational managers too.<sup>7</sup>

The postgraduate education in the Cuban health system looks for continue and systematic capacitating from professionals and thus create and keep much abilities very useful in the labor action. In the health educational managers case this policy give the opportunity to gain new alternatives looking for the main objectives from the health educational institution.<sup>8</sup>

The Faculty of Medical Science "10 de Octubre" is one from the faculties from the University of Medical Science of Havana. It is formed by 28 teaching departments and eight no-teaching departments. Each one of them has a manager and a potential manager who must assume the administration from the department when the manager isn't.<sup>9</sup>

Much of these professional haven't economic academic formations. The majorities from them are graduated from health sciences. In both cases is necessary a sufficient capacitating in economy subjects agree to management actions.

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## MATERIALS AND METHODS

All managers and the substitute person where called to interview about the management behavior. Also all were observed in no-participative way in the management behavior.

As theoretical methods were utilized the inductive – deductive, the comparative and systematization. As empiric method were used the bibliographic research.

## RESULTS

From the interview were obtained several results the witch it show in following.

In first place managers identified the null or close null relation between the health educational management and the economic subjects. In their opinion this position is because the good results from the health educational management must be supported in the health academic formation agree to the characteristic from the health educational institutions.

The full knowledge from the health educational characteristic gives a big advance for health educational managers. However, a full vertical position respect to the academic formation don't may make a whole and efficient analysis for the management actions.<sup>10</sup>

In second place the researched group identified the financial relations as main economic relations inside the faculty. This means that they didn't identified the human capital forming as economic service socially supported.

All process related to health education have a strong economic character. Don't consider this reality should carry to bad decision in the management behavior. Then, an appropriate postgraduate capacitating in economic subject for this health educational managers is a big a touchable need.<sup>11</sup>

In third place these manager showed that the economic subjects are few analyzed in the management behavior including the department meeting. This situation is because these manager don't attribute the real importance to the economic subjects for the management behavior.<sup>12</sup>

In fourth place the managers identified that the postgraduate capacitating in economic subjects is very few. The health educational manager behavior must be based on a strong and sufficient economic capacitating for a better management behavior.<sup>13</sup>

In fifth place these managers were agreeing in that management capacitating must cover out the faculty. This capacitating form must be expanded in vertical and horizontal ways agreeing to main characteristic from the health educational institutions.<sup>14</sup>

In sixth place the Faculty of Medical Science "10 de Octubre" formed bachelors on Administration and Health Economy during several courses ago. At present this pre-graduate formation isn't included for this faculty. However, the institution may call some of these professors to teach some postgraduate course in health economy subject. In fact, the principal professor from that formation continues being active professor for the faculty.<sup>15</sup>

In seventh place the faculty must be checked often respect to the domestic control. In this case each manager heath of department

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is responsible for all economic control inside the department and the substitute manager must be a great helper in this way.<sup>16</sup>

### From the Observation were Obtained the Following Results

In first place, the economic subjects are very few included by managers in the work conversations. These managers need the inclusion of economic subjects in their own personal culture to afford the common troubles from the dairy management.

In second place when where applied to explain some situation based on economic arguments they preferred avoid the conversation and left or simple don't use economic arguments. One more time it shows the importance of a whole postgraduate capacitating in economic subjects for the health educational managers.

In third place managers prefer take actions without take account the economic norms related with the management process. This situation carries to take decisions don't supported in the economic rationality supported by the Economic Sciences. This management form is inflexible because don't give the opportunity to adaptation process to several situations at same time.

In fourth place managers are agree in that the health educational management must be supported by the knowledge from Health and Educational Sciences at same time, according to the particularities from the health educational institution.

Based on the previous arguments was designed a postgraduate strategic on economic subjects for the health educational managers from the Faculty of medical Science "10 de Octubre", at University of Medical Science of Havana. The strategic include the following courses:

### Diploma Course on Domestic Control

This course is focused on health educational managers who haven't an academic formation in Economic or Accounting Sciences. It contributes to understand the domestic control as management function. Also give useful tools to obtain a rational domestic control inside the departments administered by the health educational managers. The course is organized to teach in semi-presence form. It makes emphasis in the self research. It is 808 hours large and only 200 are front of professors.

### Postgraduate Course

#### For the taking decisions process in the public health context:

This course is focused in the management function of taking decisions. It is designed to provide useful tools since the Health Economy to support scientifically the taking decisions process from the health educational managers. It is 388 hours large and from them 96 are front of professor. This is because the course appoints the importance from the self research.<sup>17</sup>

**The fiscal space from the public health in Cuba:** This course is focused in show the fiscal context from the Public Health in Cuba. 18 This course raises the condition from the Public Health as public good in the society front of the health educational managers. As the previous course this one is 388 hours large and from them 96 are front of professor. This condition shows the importance from the self research or the

health educational managers.

**Human capital management in health:** This course appoints the human capital management since a rational position supported scientifically by Management and Economic Sciences agree to the Public Health particularities. The course makes emphasis in the self research. It is 96 hours large and from them 24 are front of professor.

**Postgraduate trainer course:** Financial management from the Public Health budget. This course focuses the attention in the strategic financial management from the public health budget. The course appoints to the Public Health spends according to the general institutional strategic planned. As the other course is 96 hours large and from them 24 are front of professors.<sup>19</sup>

**Health economic evaluations for the strategic management:** This course support the health educational management since an economic perspective with special emphasis in the strategic management agrees to the health particularities. It is 388 hours large and from them 96 are front of professor.<sup>20</sup>

In each course the previous subject support the following. Thus is possible obtain a logic development from the teaching process. The strategic is agree to main capacitating needs from the health educational managers from the Faculty of medical Science "10 de Octubre". The application of this strategic will provide general useful tools for the management process from these health educational managers.

## CONCLUSIONS

Was designed a postgraduate educational strategic in economic subjects for the health educational managers from the Faculty of Medical Science "10 de Octubre". Were included seven courses and one of them is a diploma course. In each course the previous subject support the following. Thus is possible obtain a logic development from the teaching process.

## CONFLICTS OF INTEREST

None.

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