

Organizational Climate in Health Institutions Clima Organizacional En Las Instituciones De Salud

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

¹Specialist in Comprehensive General Medicine. Instructor teacher. University of Medical Sciences, Cuba

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

Submitted: 2024, Feb 12; Accepted: 2024, Mar 04; Published: 2024, Mar 13

Citation: Quintero, F. J. F., Pacheco, C. J. A. C., Requena, J. C. M. (2024). Organizational Climate in Health Institutions Clima Organizacional En Las Instituciones De Salud. *Int J Psychiatry*, 9(1), 01-02.

Dear Editor

In a position article “Management of the organizational climate: an urgent need in health institutions”, published this year 2023, the need for management of the organizational climate in health institutions and the importance of studies related to this topic [1]. This issue is of utmost importance and necessary implementation.

Several investigations can be consulted on the need to maintain the organizational climate in any company, but in health institutions it is essential [2,3]. In general, the authors consulted agree that to evaluate this organizational climate it is necessary to evaluate four dimensions basics: motivation, leadership, reciprocity and participation.

It is unquestionable that the work environment plays an indispensable role in the behavior of workers and their superiors. The worker, based on the way he perceives the organization presented by the center where he works, will have more or less satisfactory results.

The organizational climate turns out to be a focus and an important administrative tool in the decision making of managers. It allows them to project an increase in productivity, conduct the management of the necessary changes in the organization for its continuous improvement [4]. Adequate information management is another factor that influences decision making where workers have a predominant role.

When referring to the influence achieved by the appropriate

organizational climate, it is agreed that it constitutes a very useful tool for the manager. This allows you to project an increase in productivity, in the case of health it translates into better services to the population, which allows you to manage the necessary changes in the organization for continuous improvement.

In various supervisions of services by health managers, it has been evident that sometimes the lack of managerial information on the part of managers has led to worker dissatisfaction. This direct relationship between the appropriate 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 importance of efficient and necessary information management by managers [5]. This facilitates the planning of material and human resources to provide quality care to the population.

The authors also believe that once the management of the organizational climate in a center is analyzed, it is necessary to apply strategies aimed at improving it, which in turn contributes to achieving positive care results. The implementation of an organizational climate project in the comprehensive diagnostic centers (CDI) in Venezuela led to encouraging changes in personal and work relationships between collaborators [3].

It is necessary to integrate into the work system of health managers that although it is important to know about the organizational climate of a certain center, it is essential to establish strategies that

allow its 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.

Only the knowledge to apply advances in the computer science area and the correct management preparation would not be enough to lead a group of professionals. It is necessary to involve this mass of executors of the different functions and services provided by each health center to achieve the optimal organizational climate that favors raising the quality of care for the population.

Conflicts of Interest

The authors declare not to have any interest conflicts

References

1. Olivera, Cuadra. D., Hernández, Gómez. M., Cárdenas, Carvajal. M. (2023). Management of the organizational climate: an urgent need in health institutions. *INFODIR*, 2023 (40).
2. Espíritu, Martínez. A. P., Castro, Llaja. L. (2020). Organizational climate and management of health services by nursing at the Daniel Alcides Carrión Hospital. *Revista Conrado*, 16(76): 157-168.
3. Vázquez, Pérez. Y., Hernández, Vázquez. Y. T., Méndez, Rodríguez. E., Quiñones, González. J., de, Dios. Rizo. Moraimis. Y. (2022). The organizational climate and its relationship with the quality of the service in the Comprehensive Diagnostic Centers in the Capital District, Venezuela, 2021. *Revista urug. Enferm*, 17(2): e502.
4. Simbron, Espejo. S., Sanabria, Boudri. F. (2020). Management leadership, organizational climate and teacher job satisfaction. *CM*, 6(1): 59.
5. Durán, Rojas. E., Fera, Banda. K., Jiménez, Daza. E. M. (2019). Criteria of the health information system, in the decision making of institutions. *Revista Eficiencia*, 1(1).