



**InternationalzUniversity of Africa**



**Deanship of Post Graduate Studies, Research and Publication**

**Faculty of Medicine**

**Assessment of Ibrahim Malik Teaching Hospital Managerial  
Practices in Khartoum State, Sudan on January 2018**

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MSc (public Health)**

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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

قال تعالى : ".....وقل رب زدني علما (114)" سورة طه.

صدق الله العظيم

## **Dedication**

***I devote this thesis to:***

***My mom (Most beloved person to me in the world)***

***The soul of my father (Allah give him merce)***

***Brothers and sisters (Shoulders of mine)***

***Teachers (My guiders)***

***Friends (My encouragers)***

***And all who have participated to my educational journey once a time***

***With love and respect***

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## List of Acronyms and Abbreviations

Acronyms and Abbreviations	Complete Word or phrase
M.Sc.	Master of Science
Prof.	Professor
Dr.	Doctor
MD	Medicine Doctorate
IUA	International University of Africa
WHO	World Health Organization
IMTH	Ibrahim Malik Teaching Hospital
GP	General Practitioner
PHC	Primary Health Care
3ms	Money, Materials and Manpower
SPSS	Statistical Package for Social Science
U.S.A	United States of America
R & D organization	Research & Development Organization
TQM	Total Quality Management
HMM	Hospital Materials Management
HRM	Human Resource Management
HR	Human Resource
CEO	Chief Executive Officer
TUMS	Tehran University of Medical Sciences
GHMS	Global Hospital Management Survey

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## Abstract

**Background:** Hospital is an integrated part of a medical and social organization, the function of which to provide for the population complete healthcare, both curative and preventive, the hospital is also a center for the training of health workers and bio-social research. Hospital management and its mode of governance influence different aspects of hospital performance.

**Objective:** The objective of this study was to study the managerial practices of Ibrahim Malik Teaching Hospital administrators in the year 2018.

**Methods:** A descriptive cross-sectional study was carried out in the period of January 1<sup>st</sup> to 15<sup>th</sup> of the year 2018 by collecting data from 57 administrators of Ibrahim Malik Teaching Hospital (IMTH) administrators (response rate = 96.6%). The tool for data collection was a self-administered written questionnaire of managerial practices containing the measures of planning, organizing, directing, evaluating, and materials, money, manpower and time management. The validity of the questionnaire was confirmed by supervisors' opinion and micro-committee of Khartoum state ministry of health, research department. And its reliability was also confirmed by obtaining a Chronbach's alpha of 0.88 for all dimensions using statistical package for social science (SPSS) Software version 20. The collected data were analyzed using descriptive statistics and correlation analysis of SPSS.

**Findings:** The results showed overall high self-assessment score on all dimensions of managerial practices, their average scores were (Between 1 to 1.75). But the scores of some variables within the dimensions were low, and got average scores of (Between 1.75 to 2.50); include: employees' preparedness to response for internal fire disasters (29.8%), adequacy of health care workers (68.4%), financing from other than government (38.6%), and evaluation of customer's satisfaction rate (44.6%). In addition, some of the considered dimensions of management practices, showed significant correlation with some other.

**Conclusions:** A high self-assessment score on all dimensions of managerial practices, and significant correlation within some of them describe a satisfactory picture of the overall management practices in hospital administrators, However, the low score variables within the dimensions need concentration which in turn suggests the need for launching urgent initiative programs to enhance them.

**Key words:** Health system, Hospital management, Ibrahim Malik Hospital, Hospital Administrators, Managerial practices, Self-assessment,

## الملخص

**الخلفية:** المستشفى هو مؤسسة طبية إجتماعية متكاملة, وظيفتها تقديم رعاية صحية كاملة للمجتمع, كلنا علاجية والوقائية, المستشفى هو كذلك مركز لتدريب الكوادر الصحية وتنفيذ البحوث الإجتماعية الحيوية. إن طريقة إدارة المستشفى تؤثر على جوانب مختلفة من أداء المستشفى.

**الهدف:** من هذه الدراسة هي دراسة الممارسات الإدارية لمدرء مستشفى إبراهيم مالك التعليمي في عام 2018.

**الطرق:** أجريت دراسة وصفية مقطعية في الفترة مابين الحادية إلى الخامسة عشر من شهر يناير سنة 2018. بجمع بيانات من 57 مديرا من مدرء مستشفى إبراهيم مالك التعليمي (نسبة الإستجابة 96.6%). الأداة التي استخدمت لجمع البيانات هي إستبيانات ذاتية مكتوبة للممارسات الإدارية مكونة من مقياس التخطيط والتنظيم والتوجيه والرقابة وإدارة المواد والنقود والموارد البشرية والزمن. وأكد صحة الإستبيان بموافقة المشرفين واللجنة المصغرة لقسم البحوث بوزارة الصحة – ولاية الخرطوم. ومصادقته أكدت بحصول 0.88 من ألفا كورونباغ لكل جوانب الإستبيان مستخدما الحزمة الإحصائية للعلوم الإجتماعية SPSS, نص البرنامج 20. وحلت البيانات المجمع باستخدام الإحصاء الوصفي وتحليل العلاقة لبرنامج SPSS.

**النتائج:** النتائج أظهرت تقييم ذاتي عال شامل لكل جوانب الممارسات الإدارية, ولكن نتائج جزء من المتغيرات في هذه الجوانب كانت منخفضة, وتتضمن: جاهزية الموظفين لمجابهة حوادث الحريق الذي ينشأ من الداخل (29.8%), وكفاية عدد الكوادر (68.4%), والتمويل من غير الحكومة (38.6%), وتقييم مدى قناعة المستفيدين بالخدمات (44.6%). إضافة إلى ذلك بعض جوانب الممارسات الإدارية المعتبرة أظهرت علاقة مع بعضها الأخر.

**الخاتمة:** نتيجة التقييم الذاتي العال لكل جوانب الممارسات الإدارية والعلاقة بينها تصف صورة مرضية عامة للممارسات الإدارية لمدرء المستشفى, ولكن النتيجة المنخفضة لبعض المتغيرات الموجودة في هذه الجوانب تحتاج إلى تركيز وبالتالي تشير إلى الحاجة لإطلاق برامج مبادرة ملحة لتعزيزها.

**الكلمات المفتاحية:** النظام الصحي, إدارة المستشفى, مستشفى إبراهيم مالك, مدرء المستشفى, الممارسات الإدارية, التقييم الذاتي.