

Influence of the Health Care Reform on the Formation of a Socio-Professional Group of Medical Workers (Based on the Materials of Specific Sociological Studies in the Volga Federal District)

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ABSTRACT

The article considers the position of medical workers in the social structure of Russian society, the quality of life, regional specifics. Based on the results of the author's specific sociological researches, the types of labor behavior and peculiarities of motivation of labor of separate socially-qualifying groups are systematized; priority directions of improvement of human capital of medical workers of the region are defined.

KEY WORDS: socio-professional group, stratification, medical workers, health care reform, social state of health, labor behavior, labor motivation, human capital.

INTRODUCTION

The urgency of the research is determined by the need for theoretical and empirical understanding of the socio-economic processes taking place in a society with a high economic, scientific and technical potential, especially in the field of health care. Under the conditions of the contradictory formation of a market economy, this sector of the national economy can both contribute to and interfere with its development via positive or negative effects on the state of health of the nation.

In our country, by the beginning of radical socio-economic changes, serious scientific, technical, qualification and educational potential has been accumulated. But the lack of further progressive advance of human capital, the stagnation of its types and reserves of improvement may encumber the progress of the Russian economy, slow down the social and cultural development of society.

The reforms of recent years in the Russian health care system have counted against the social status of medical workers. Against the backdrop of global trends of an increasing role in the production of a highly skilled worker in the health care sector, the opposite situation has developed when the loss of already accumulated high-quality human capital is taking place. The crisis in the health care system has led to a critical shortage of professional personnel connected with their massive outflow to higher-paying sectors.

During the socio-economic and political transformation of Russian society, the human capital of health care has undergone significant qualitative changes, which includes the regional level. The problem of rational use and reproduction of previously created human capital of high-tech medical institutions has remained relevant for a long time. We must not allow the loss of human capital, since its constituent employees, possessing advanced technologies, high discipline and innovative sensitivity, should play a strategic role in ensuring the new quality and pace of socio-economic development

ARTICLE INFORMATION:

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PRINT ISSN: 0974-6455, ONLINE ISSN: 2321-4007 CODEN: BBRCBA
Received: 10th July, 2019 Accepted: 12th Sep, 2019

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@Soc. Sci.. Nat. India 2019

Thomson Reuters ISI ESC / Web of Science Clarivate Analytics
USA

NAAS Journal Score 2019 (4.38)

Science Journal Impact Factor 2019 (4.196)



of Russia, in the progressive consolidation of its economy, social stability and security. The relevance of this study is determined by the need to identify the ways of forming and developing the human capital of the health care system in the context of a reforming Russia.

The degree of scientific elaboration of the problem is connected with the formation of a social demand for the quality of human capital, which is a decisive factor in domestic modernization. The first sociological ideas about professional groups formulated in the classical works by M. Weber, E. Durkheim, T. Parsons are conceptually productive for this paper (Weber, 1990; Durkheim, 1996; Parsons, 2002). Moreover, according to T. Parsons doctors act as the representatives of the ideal type of profession, in which he analyzes the values and motivation of work. Of particular interest in the study are the works related to social status, the position of medical workers in the social structure of Russian society (Reshetnikov, 2003; Rosenbaum, 1993; Silkina, 2002; Frolova, 2005), and also works analyzing the problem of health care reform at the theoretical and empirical level (Bocharov & Vaskina, 2008; Khayrullina et al., 2018; V.A. Chernets et al., 2008).

A highly important place in the framework of the research topic is filled by the works that are concerned with the problem of labor activity of workers, the peculiarities of labor behavior of doctors and nurses under modern conditions at the regional level. (Kuznetsova et al., 2000; Yarskaya et al., 2009; Mishakin, 2011; Ulumbekova, 2010; Khayrullina et al., 2016). Further theoretical and practical study of the problem is determined by the necessity to identify the contradictions and problems of the domestic health care reform and its optimal organizational support.

METHODS

The provisions and conclusions of the study are based on the results of author's empirical studies of the social state of health of medical workers as a special social and professional group, conducted under the guidance of prof. Khayrullina Y. R., in the Republic of Tatarstan and the Ulyanovsk Region as part of the study of the quality of life of the population of the region during the reform of domestic health care (2008-2018).

A concrete sociological study in the Republic of Tatarstan was conducted by the quota sampling questionnaire (N₀ = 900), in the Ulyanovsk Region (N₀ = 766), a person, representative, sample error ($e = \pm 5\%$). The proportions within the sampling frame correspond to the general one in vocational qualification, socio-demographic and gender characteristics.

The object of study is medical workers as a special social and professional group. The purpose of the study is to reveal the directions of influence of domestic health care reform on medical

workers, the characteristics of the labor behavior of individual socially-qualified groups, their social health and the features of interaction at the regional level.

At the stage of generalization and analysis of empirical information, the method of typologization was used. Within its framework, the characteristics of the typical figure of a modern doctor and medical worker and their real distribution in the region are obtained.

The applied research procedure was developed taking into consideration the approaches of sociological research present in works by D. N. Alexandrova, I. I. Frolova, R. K. Yagudin (Alexandrova, 2006; Frolova, 2005; Yagudin, 2014). Empirical information was processed using the IBM SPSS Statistics 22 software.

RESULTS AND DISCUSSION

Consider the results of health care reform in the Republic of Tatarstan and the opinion of medical workers on the implementation of the national project "Health". As a result of the implementation of the main lines of the national project "Health" in the republic, according to the respondents, positive changes are expressed in the following: maintenance of a patient care institution 43.3%, raise in salaries 21.9%, improvement of working conditions, 21.1%, improvement of the quality of primary health care 19.7%, facilities, supply with new medical facilities of all departments of the medical institution 17.7%, improving public health 13.5%, increasing labor incentives 11.6%, opening new buildings 10.7%, a decrease in the mortality rate of the population of 10.4%, the use of modern information technologies 10.3%, rise in the standard of living of health workers 8.8%, an increase in health workers 3.2%, nothing is observed 1.3%, paid services – medicine is paid 0, one%. That is, the reform affected the conditions and nature of labor, salaries a little, motivation to some extent, as a component of labor capital. Also, it turned out to be almost not focused on the development of the intellectual and educational capital of medical workers, for example, only 10.3% of the respondents noted the use of modern information technologies.

According to the answers of the respondents, the health care project was implemented in the following areas: consolidating the preventive line of health care 30.7%, developing primary health care 28.6%, staffing the district service with qualified doctors and nurses 25.9%, meeting the population's need for high-tech 25, 4%, providing the district service with the necessary equipment 22.6%, creating conditions for the birth of healthy children 12.9%, the results are not answerable to their hopes 3.5%. Also, less than one percent of the respondents answered: I don't know anything about it 0.5%, just for show, the real quality of medical care is low 0.4%, provision of medicines, medical equipment 0.2%, addition to paperwork 0.1%, practically nothing has not changed, there

have been more inspections, inspectors' antics; only threats, small punitive measures, etc. 0.1%.

To the question related immediately to the development of intellectual and educational capital of medical workers, the following answers were received: the qualification level within the framework of the national project "Health" was increased by 33.3%, 54.2% of the respondents did not improve their qualifications. Among doctors, the level of proficiency was raised by 33.5%, but 53.5% of them did not advance in skills. Nursing staff raised their qualification level by 33.3%, but 54.7% of them did not.

Concerning labor capital, 58.1% noted that they did not work overtime, but among them 28.5% would like to work overtime, but 35.3% said they did not want to work overtime. Among doctors, 46.1% of them have extra work, 50% do not work extra, as for the paramedical personnel, one third of them works overtime, - 30.9%, 62.4% of them do not work overtime. At the same time, we know that within the framework of the Health project, including at the regional and municipal levels, the structure of medical institutions is being rationalized and medical workers are actually being reduced.

Consider the results of the study of the impact of health care reform on the social state of health of medical workers in another subject of the Volga Federal District. According to the answers of the respondents in the Ulyanovsk Region, 61% of the doctors and 87% of the medical respondents have extra work and earnings, and at the same time in areas not related to medicine, 54% of the medical workers and 32% of the doctors have additional earnings.

In the past five years, advanced training courses have been taken by 76% of doctors and 57% of medical workers, while 75% of those surveyed in the first group and 86% in the second one report that refresher courses are unnecessary and in vain. The organizations in which the medical workers work paid for the courses they took. According to the results of the study, 86% of the doctors chose their profession consciously, among the medical workers the number of such respondents is 54%. The main motive and the main reason for doctors' satisfaction with their work in 82% of cases is social significance and the desire to help people. Concerning medical workers, the main motive for choosing a profession was the guarantee of employment (76%) and the ability to help relatives and friends (56%). A comfortable schedule (67%), the possibility of concurrent employment (70%), and a good team (40%) are more likely to influence job satisfaction among health workers.

Dissatisfaction with work is influenced by such factors as insufficient salaries – 75% of the doctors and 70% of the medical workers, and imperfection of the regulatory framework – about 60% in both groups. It was also revealed that 76% of the respondents in both groups noted strained relations between doctors and medical

workers. 23% say that these relations can be characterized as conflicting. According to the answers, 48% of health workers believe that they have a very high risk of job loss. Despite the fact that 23% are confident that they can find an equivalent job. Among doctors, the number of such respondents is 54% and 24%, respectively.

More than 70% of the respondents in both groups recognized the results of the project "Health" as negative. The main negative changes were the transition from free medicine to commercial medicine (45%), job cuts (60%), the so-called healthcare optimization, and additional paper work (73%).

The respondents' current situation in healthcare – 46% in the first group and 56% in the second group – was characterized as critical, while 23% and 26% in the first and second groups, respectively, characterized it as uncertain. The main problems of Russian health care, according to the respondents, are lack of funding (about 60% in both groups), the aging of medical personnel and a decrease in the influx of young personnel (43% of doctors and 57% of medical workers think so), and the deterioration of the drug supply of the population (38% in the first group and 59% in the second), slow updating of medical technologies and medical equipment (about 75% in both groups), insufficient medical personnel (about 68% in both groups).

SUMMARY

According to the results of a concrete sociological study, we can assemble the following sociological portrait of socio-professional groups – a doctor and an advanced practice nurse. The doctor has such features as professionalism, responsibility, exactingness as a specialist, dedication. There is also a high level of dissatisfaction with their work, including dissatisfaction with government measures to reform health care. Relations with patients and healthcare workers are characterized as strained. This gives a pessimistic coloring to the general mood and social well-being. Medical workers are more inclined to search for additional income, focused on material needs. Like doctors, they are skeptical about the measures taken as a part of the reforms.

CONCLUSION

The formulated conclusions and results can be used by regional and municipal health organizers, heads of medicoprophyllactic institution to improve working conditions and organization, rationalize functional responsibilities and create an effective system of advanced training, exchange advanced experience and gain self-education of all socially qualified groups of medical workers. Relying on the results of applied research, it is necessary to develop and implement effective motivational strategies and innovative behaviors of medical workers that can be used to build up their labor and intellectual-educational capital, and contribute to social and economic growth and stability in the region.

ACKNOWLEDGEMENT

The work is performed according to the Russian Government Program of Competitive Growth of Kazan Federal University.

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