



„ALEXANDRU IOAN CUZA“ UNIVERSITY OF IAȘI  
FACULTY OF ECONOMICS AND BUSINESS ADMINISTRATION  
DOCTORAL SCHOOL OF ECONOMICS AND BUSINESS  
ADMINISTRATION  
MANAGEMENT DEPARTMENT



# **Analysis of the Work Environment in Hospital Units from the North-eastern Part of Romania and the Consistency with Safe Work Practices**

Doctoral thesis summary



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We are pleased to bring to your attention that, on July 21, 2014, at 9 a.m., in Room R 402, in the building B of the Faculty of Economics and Business Administration (FEAA), Mrs. **Alexandrache (Hrimiuc) Olivia-Bianca** will hold a public presentation of her doctoral thesis entitled “**Analysis of the Work Environment in Hospitals from the North-eastern Part of Romania and the Consistency with Safe Work Practices**”, in order to achieve her PhD entitlement in MANAGEMENT.

The doctoral committee consists of the following members:

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**Keywords:** work environment, work practices, safety, multinomial logistic regression model

During the last decades, the study of the work environment in hospital units and its concordance with the safe work practices has become a constant preoccupation among researchers from different fields of study. The amount of scientific works that tackle this subject, the modernity, the diversification and the dissemination of the results obtained are important aspects that have contributed to the development of this field of research.

In this context, the thesis entitled “Analysis of the Work Environment in Hospital Units from the North-eastern Part of Romania and the Consistency with Safe Work Practices” offers, to those who are interested, a series of recommendations and an analysis model, by means of an array of instruments that are proper for the development of the studies presented.

## Abstract

**The first chapter** deals with the presentation of the theory, scope, objectives and methodology of the research study.

Thus, the **scope** of this research consists of *the assessment of the relationship between the work environment in hospital units and the enforcement of the labour protection legislation.*

For the attainment of the set purpose, the following **objectives** have been established:

- the identification and presentation of the conceptual elements that regard the work environment in hospital units;
- the characterization of the working conditions and work practices in hospital units from the north-eastern part of Romania;
- the identification and analysis of relationship between the work environment and the safe work practices.

For the attainment of the established objectives, there have been used statistical data that has been obtained by carrying on 2 surveys in hospital units in Iași. These hospital units are one of the most important university hospitals from the north-eastern part of Romania, having a number of approximately 2000 employees working full time, part-time or in collaboration with the respective hospitals.

The first survey took place in 2011, in the CF Clinical Hospital of Iași, its aim being the investigation of the work environment in which the employees were developing their activities and its influence on the employees' ability to fulfil their duties. Furthermore, the data acquired could be used in the research activities regarding the studied phenomenon and allowed the development of new solutions in order to motivate employees.

The data were acquired by means of questionnaires. These consisted of a set of written questions displayed in logical and psychological patterns that helped to collect both objective and subjective information. In order to ensure this questionnaire's correspondence to the objectives, its being well-formulated and in order to make sure that there were no words that might lead to misunderstanding and confusion, a preliminary survey was made on a small number of employees.

The second survey was made on the purpose of identifying applicable solutions for the reduction of the lack of interest manifested by the leaders of hospital units when it came to paying interest in the work environment and safe work practices.

The fulfilment of the objectives proposed during the research activities has led to the increase of the number of researches regarding the analysis of the work environment in hospital units in concordance with the safe work practices. Given the importance of this topic, there has been acquired useful information regarding not only the identification of the issues hospitals are confronted with, but also the understanding of the complexity of this phenomenon.

**The second chapter** of this thesis deals with the conceptual elements that regard the work environment in hospital units. A particular aspect that has been developed is the present state of knowledge regarding the work environment in hospital units, its definitions, its dimensions and the elements that characterize the evaluation process.

The analysis of the relevant published literature and the particularities of each and every aspect of the work environment have highlighted the importance of this concept. Therefore, this chapter is meant to offer a theoretical and empirical description of the work environment in hospital units,

so that there would be achieved an elementary image that would contribute to the identification of its main characteristics. In this context, this chapter holds the following objectives:

- ✓ the definition of the work environment
- ✓ the identification of the particularities of the work environment in hospital units
- ✓ the presentation of the main stages in the attainment of an assessment tool for the work environment in hospital units

For the acquisition of the first 2 objectives, there have been involved various sources of information that have been picked up from the relevant published literature, such as: books, research reports, research studies, articles and syntheses. This information has been synthesized and rendered in tables and pictures and theoretically formulated, the techniques used consisting of the selection and comparison of the given information. The traits of the work environment that have been emphasized in the relevant published literature are completed with pertinent observations that allow an up-to-date framing of the studied phenomenon.

The acquisition of the third objective implied approaching a task based both on a qualitative and a quantitative analysis.

**The third chapter** consists of a description of the safe work practices in hospital units. The first stage deals with the presentation of the principles regarding work practices in hospital units. The next stage deals with the strategies used in order to apply these practices and the presentation of the main types of costs generated by their non-compliance.

**The fourth chapter** contains a presentation of the results of a case study regarding the assessment of the concordance between the work environment and the safe work practices in the hospital units in Iași. Having



taken into account the nature of the data and the aim pursued, when it came to choosing the methods of analysis of these aspects, the choice fell on the analysis of the frequencies within each category, the analysis of the associations and the multinomial logistic regression model.

**The issue** that is to be solved by means of this study emerges from the fact that, in hospital units, there has been observed a poor implication in the insurance of a proper work environment that would allow the employees to work in safety conditions.

**The main scope** of the survey regards the identification of applicable solutions for the reduction of the lack of interest manifested within hospital units regarding paying a special attention to the work environment and safe work practices.

For the fulfilment of this scope, the following **objectives** have been established:

- the identification of the importance and of the degree of satisfaction of the employees from the hospital units regarding the work environment and the work safety regulations;
- the identification of the issues the hospital units are confronted with in regard to the work environment and safe work practices;
- the identification of the causes that have lead to the development of these issues;
- the identification of new solutions that would allow the prevention and attenuation of the impact the identified issues might have on the activities of the employees of hospital units, in optimum working conditions;
- the identification of the type of relationships between the work environment and other work safety aspects.

In agreement with the established scope and objectives, there will be checked the following *hypotheses*:

**H1:** The instruction level of the respondents influences the work environment.

**H2:** Within the framework of the hospital units that have participated in this survey there are issues regarding the concordance between the work environment and work safety.

**H3:** The respondents' degree of satisfaction regarding the work environment in the hospital units is significantly influenced by the safety degree ensured for the performance of their professional activities.

### **Final conclusions, personal contributions and research perspectives**

One of the fundamental aspects revealed by the end of this thesis is the importance of the work environment and the proper application of certain health and security practices in regard to the performance of professional activities in decent conditions within hospitals. In order to dig deep into the matter, the investigation method chosen was that of the survey and it has been applied in the case of several hospitals in Iași, the considerations that have convinced me to choose these institutions being the changes that have occurred in time in their economic structure. The theoretical works regarding these issues and the official data and investigation reports that I have been able to consult have also turned out to be very useful. On this basis, I have been able to issue certain working hypotheses for this thesis and come up with ideas for the further development of this topic.

The accomplishment of the first objective consisted of the identification of certain theoretical approaches regarding safe work practices in

hospital units. Special emphasis has been put on the definition, classification and comparison of the work practices so that there would be obtained a basic description of the studied phenomenon.

The purpose of the last two objectives consisted of the identification and analysis of the strategies that act upon the work practices adopted by employers and employees in hospital units. The prerequisite documentation was based both on studies extracted from the relevant published literature and on aspects regarding the national and international laws and regulations in force.

### **Original contributions**

The research studies presented throughout the thesis have been developed by means of certain personal contributions:

- the study of the relevant published literature in order to identify the main modern trends in research regarding the work environment in hospital units and the its concordance with safe work practices;
- the elaboration of a questionnaire that would allow the thorough evaluation of the work environment in hospital units;
- the detailed analysis of the safe work practices in hospital units, by means of examples met both in practice and in the relevant published literature;
- the conduction of a survey with the aim of collecting the data necessary for the evaluation of the concordance between the work environment and the work practices encountered in hospital units;
- the econometric modelling of the concordance between the work environment and the work practices encountered in hospital units;

- the identification of the factors that have a significant effect on the concordance between the work environment and the work practices encountered in hospital units, in order to emphasize certain characteristics of the studied phenomenon.

- the acquirement and usage of complex statistical tools for the evaluation of the concordance between the work environment and the work practices in hospital units.

- the recommendation of certain applicable measures, strategies or politics that would allow the improvement of the work environment in hospital units, based on the results of the estimation of the regression models.

### **Future research perspectives**

For a future research material, the author has in mind the pursuit of the project initiated in this paper, having established the following priorities for research:

- the development and improvement of certain tools that may be used in the analysis of the concordance between the work environment and the work practices in hospital units;

- the usage of certain models of analysis of the categorical data that are more complete than the estimated model, in order to achieve results that would allow a more thorough evaluation.

### **Bibliography**

This research is based on 168 bibliographical sources that fall into several categories, that is:

- 71 books

- 95 articles indexed in BDI and Thomson Reuters
- 2 doctoral theses and theses of dissertation.