

**THE IMPORTANCE OF HUMAN RESOURCES MANAGEMENT IN
THE FIELD OF THE CARDIOVASCULAR HEALTHCARE SYSTEM
IN ROMANIA**

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Abstract

Health care is the most important service to the population, so that the human resources management within a hospital unit is necessary to motivate, form and maintain, with efficiency, responsibility, and care, the medical staff, for the benefit of society. Thus, the leadership of the health organizations is a dynamic process that is based on principles, functions and legal provisions, carried out in a certain succession, closely interrelated and which contributes to the achievement of the most important objective, namely the increase of the health status of the population. Although this sector is considered a priority, even developed countries face insufficient healthcare and inequalities in accessing medical services. In a European context, our country benefits from support for health development, through various programs of funding and informing the population about the importance of these services. This article aims to inform the reader that the cardiovascular system and, implicitly, the human resources within this system are of particular importance to the population, are an aid to society and an impetus for the development of health.

Keywords: human resources, health, management, cardiovascular system

JEL classification: I10, I12, M12, O15

1. Introduction

Health has been at the forefront since ancient times when people were treated with plants and liquors resulting from them. With the evolution of mankind, the foundations of the development and diversification of the methods of prevention and treatment of the diseases and care of the sufferers have been laid, emphasizing the qualification of the personnel working in this field. Thus, in the contemporary period, health services and healthcare represent a set of specialized activities, developed and carried out within

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different specialized institutions or organizations, belonging to a community, aiming at solving various categories of problems, which affect directly or indirectly the personal and social life of the population.

The importance of health care is indispensable to society and is a priority service for the population. The state of health has a complex content and is in a relationship of interdependence with the social evolution as a whole, with the other components of the economy and the quality of life. This is determined by the general level of economic and social development, the structure of consumption, the standard of individual hygiene, the degree of culture, and last but not least, the health services - their degree of development and quality. Thus, human resources remain the key element in ensuring the proper functioning of the health system, which is so indispensable to the population. On the other hand, the imbalance in their planning, training, and management, in the conditions of insufficient financial means, generates unwanted social and economic phenomenon.

2. Management of health services

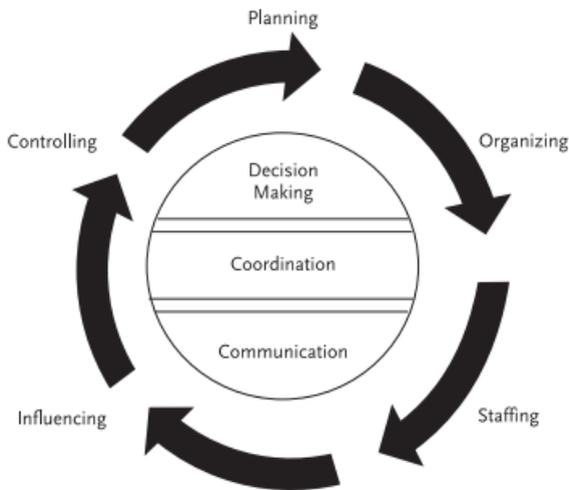
It is known that in most EU member states there is dissatisfaction with the ways of funding and providing health services. The main common problems, which occupy different places in the order of national concerns, are the existing equity deficiencies in accessing this system, efficient and transparent use of existing resources, control over expenditures and the quality of services provided. (Druker, Peter, 1993, pp. 125–126). Thus, the management of health services is important for many reasons; Firstly, it provides a systematic framework, analyzing important health issues and identifying solutions to existing issues in this segment. Health care is a major component of spending, investment, and employment in each country, developed or less developed, and thus economic performance in the health system is crucial to the global economy and the welfare of a country and its citizens. (Lee, Robert, H., 2009, pp. 129 – 130). Also, decisions on the financing and distribution of healthcare are strongly influenced by the economic environment and economic constraints, and thus need to be effectively managed. At a global and national level, the economic issues that determine and are determined by health problems are of increasing importance and are the subject of more and more studies.

For healthcare workers as well as decision-makers in this system, getting acquainted with health care management becomes essential, both to understand the context of good medical practice and to manage poor financial

resources well, and the same time increasingly required in modern healthcare systems. (Dewar, Diane, M., 2010, p. 10).

The evolution of health status is largely influenced by the level of development of health care services, their scope and organization, the size of the sanitary units network, their technical endowment and the employment of specialized personnel. (Fried, Bruce, J.; Johnson, James, A., 2001, p. 66). Thus, the management of the health services aims at optimal and efficient use of the available material, financial and human resources for the benefit of society. This type of service is categorized, employs specialized staff in positions of responsibility and number of requests, and provides human and financial resources through which specialized institutions seek to help, prevent, eliminate and limit the adverse effects of situations caused by a precarious state of affairs. health. (Gapenski, Louis, C., 2005, pp. 57 – 58).

Figure 1. The importance of Healthcare Management



Source: Dunn, Rose, 2002, p. 20

The health services management has the role of planning, organizing, coordinating, training and controlling all the decisions, actions and resources available or to be attracted within the sanitary unit. Thus, the management of sanitary institutions is a dynamic process that is based on principles, functions

and legal provisions, carried out in a certain succession, closely linked and contributing to the achievement of the objectives.

3. Human resources in the cardiovascular field in Romania

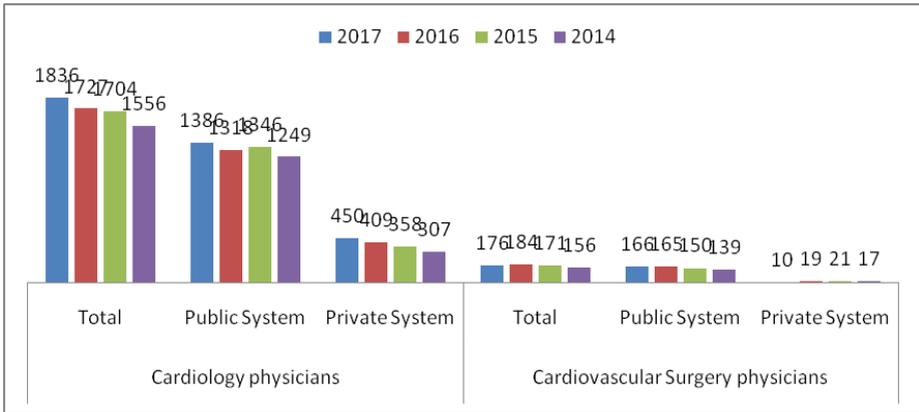
According to Dracopoulou (1008), in the health care system, whether public or private, human resources need to be:

- Planned and organized according to qualification and requirements
- Stimulated and maintained in the health facility
- Training and leading to continuous professional development and evaluation
- Flexible and responsible patient communication
- Maintain professional ethics. (Dracopoulou, Souzy, 1998, pp. 82 - 84).

The management of human resources in hospitals involves the continuous improvement of all sectoral employees in order to achieve the mission and organizational goals, and the successful application of human resources management implies a performance assessment system, employee incentive system and to reward the results. (Shi, Leiyu, 2007, p. 41). In order to overcome the current crisis of medical staff in Romania, the training of specialists in the European and international requirements in the field of human resources management could be an essential desideratum. Old practices based on responsibilities and authority need to be replaced by practices that place a growing emphasis on training health professionals as key actors in sustainable development.

The cardiovascular domain, and implicitly, the human resources within this segment are of major importance to society, given the increasing number of cases of illnesses and deaths, as well as the main cause of cardiovascular diseases. In this respect, it is necessary for decision-makers as well as for each individual to be aware of the importance of investment in this sector, and of periodic investigation of their own health status. It is well known that the Romanian health services have a shortage of human resources, which are either insufficient in numbers or not properly qualified. Thus, in order to attract a workforce, financial resources are needed, which, efficiently managed, will motivate, form and maintain the medical staff in the sanitary unit.

Figure 2. The number of Cardiology physicians and Cardiovascular Surgery physicians in Romania



Source: author, based on available data at:

http://www.insse.ro/old/sites/default/files/field/publicatii/activitatea_unitatilor_sanitare_anul_2017.pdf;

http://www.insse.ro/cms/sites/default/files/field/publicatii/activitatea_unitatilor_sanitare_anul_2016.pdf;

http://www.insse.ro/old/sites/default/files/field/publicatii/activitatea_unitatilor_sanitare_in_anul_2015.pdf;

http://www.insse.ro/cms/files/publicatii/publicatii%20statistice%20operative/33_Activitatea%20unitatilor%20sanitare%20in%20anul%202014.pdf.

The total number of cardiovascular doctors has increased in the analyzed years, both in the public system and in the private system, but the number of medical staff in this segment continues to be insufficient to cover all the demands of the population in this respect. Thus, in 2017, the national health services system totals 1836 cardiologists and a total of 176 cardiovascular surgeons. Of these, 1386 cardiologists work in the public system and 450 in the private system. As far as the number of cardiovascular surgeons is concerned, it is also increasing, but insignificant, compared to the necessity of this kind of medical staff. In the private system, the number of cardiovascular surgeons is extremely small and decreasing. Thus, in 2017, a number of 166 cardiovascular surgeons work in the public system and only 10 in the private system.

4. The importance of financing and developing the cardiovascular system in Romania

Currently, there are five major centers of cardiovascular disease in Romania, which are hard to cope with a large number of people suffering from this type of disease. The medical staff in these centers are insufficient, given that the number of cardiovascular diseases and deaths is steadily increasing.

a) Cardiovascular Diseases Emergency Institute „Prof. Dr. C. C. Iliescu” Bucharest;

b) The Institute of Emergency Heart for Cardiovascular Diseases „Nicolae Stăncioiu” Cluj-Napoca;

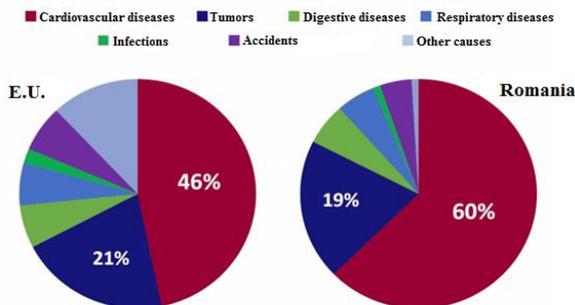
c) Institute of Cardiovascular Diseases Timișoara;

d) The Emergency Institute for Cardiovascular and Transplant Diseases Târgu Mureș;

e) Cardiovascular Disease Institute „Prof. Dr. George I. M. Georgescu” Iași;

Statistical data show that illnesses and mortality from cardiovascular disease have increased very much in recent years in Europe, reaching alarming levels. The World Health Organization estimates that by 2020 it will become the leading cause of death worldwide, practically out of 100 people, 40 will die from cardiovascular disease. Romania is at the end of 2015 in the top European countries with the most deaths per 100 inhabitants, causing heart disease, so that the number of deaths per 100 inhabitants as a result of heart disease increased by 10.43%, positioning Romania ranked 5th in Europe.

Figure 3. Percent of deaths from cardiovascular causes, Romania in the European context, 2015

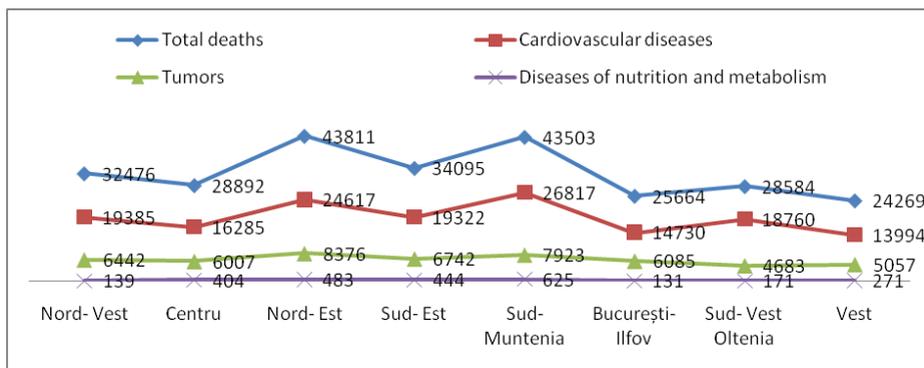


Source: <https://www.cardioportal.ro/wp-content/uploads/2018/04/masa-rotunda-parlament-IC2018.pdf>

According to statistics, the main cause of death, both in Romania and within the European Union, is cardiovascular disease. In Romania, however, this percentage is much higher than the EU average, which signifies an alarm in terms of both the development of this sector and the lifestyle of the population. In Romania, the percentage of deaths from this disease is 14% higher than the EU average, which means that decision-makers, as well as individual persons, should pay increased attention to this type of disease by investing in the development of cardiology and cardiovascular surgery departments, as well as lifestyle and prevention.

The number of deaths from cardiovascular causes is also increased in the developing regions of Romania, representing the main cause of death, before tumors or diseases generated by nutrition and metabolism.

Figure 4. The main causes of deaths, by region of development, in Romania, 2015



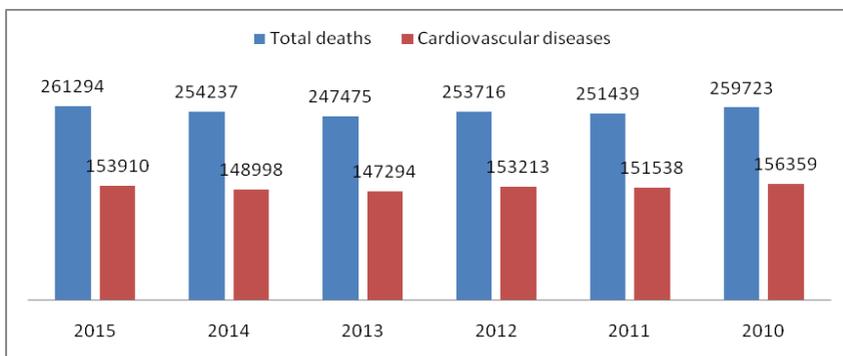
Source: author, based on available data at file:///F:/Repere_economice_si_sociale_regionale_Statistica_teritoriala_2017.pdf

According to the survey, the main cause of deaths is cardiovascular disease. Although there is the talk at a global and national level about the number of tumors, obesity, and diabetes, statistics show that the cardiovascular system continues to cause the most frequent deaths. According to statistics, the main cause of death has taken another turn in recent years. Until recently, cancer, AIDS, diabetes, and other diseases were at the top of the causes of death, in Romania in 2015, there are alarming statistics on the predominance of cardiovascular mortality, which means disorders such as

hypertension, myocarditis, ischemic cardiopathy, pericarditis, and endocarditis.

Also, over a period of 5 years and 2010-2015, statistics show that cardiovascular disease is the main cause of death in Romania.

Figure 5. The number of deaths from cardiovascular diseases, in Romania



Source: author, based on available data at file:///F:/Repere_economice_si_sociale_regionale_Statistica_teritoriala_2017.pdf

Statistics show that the number of deaths in Romania is increasing and also the main cause of deaths, respectively cardiovascular diseases, is steadily increasing. Every 10 minutes, a Romanian dies from cardiovascular disease, while more than one million people with cardiovascular disease have been recorded in the records of family doctors in 2015, although in reality, the number could be much higher.

The risk factors involved in the development and evolution of cardiovascular diseases are our lifestyle and therefore can be modified. The most important is food, or overeating, eating high-fat fats, excessive consumption of salt, coffee, and alcohol. Alcohol increases insulin secretion, overeating tendency and obesity, increased clotting disorder, and hypertension. The major causes of mortality (heart disease) can be treated by primary (preventive) or secondary (after disease) interventions. The main risk factors associated with premature mortality (before age 65) include smoking, excessive alcohol consumption, unhealthy diets, and physical inactivity. Occupational factors such as oversteering, stress with psychosocial roots, shift work, heavy work, noise, cold, heat, sedentary, are also important factors in triggering and aggravating cardiovascular affections. Cardiovascular

disease accounts for about one-third of permanent disability, accounting for 30% of all family doctor consultations. One in four adults has a form of cardiovascular disease, most often being hypertension, ischemic heart disease, and atherosclerosis. Over 50% of strokes and 75% of strokes are based on hypertension.

In view of these alarming statistics, it can be argued that the health system in general and the cardiovascular segment, in particular, needs to be developed as a prerequisite for sustainable development of society.

5. Conclusions

Medical services, to the difference of other services, are demanded by a very large number of people, and, as a rule, health care has a very high cost. If each individual would have left free to decide on and pay for his healthcare consumption, medical consumption would be very different from one individual to another, under equal disease conditions, depending on the ability of each individual to pay.

The way a healthcare unit works is essentially determined by the way it is funded and organized, including in terms of managing financial, material and human resources. Thus, regarding the human resources management in the health care system, the relevant issues can be divided into four categories, related to:

- Inadequate capacity distribution, ie the mismatch between the level of training and the capacity demanded by the health care system, where, unfortunately, we meet probing nurses, nurses who put or remove infusions.

- The numerical non-informal distribution ie does not correspond to the existing number of medical staff with the required number to meet promptly all requests; for this reason, there are people who have died expecting or whose health worsens after waiting hours.

- Non-uniform territorial distribution of medical staff, the disproportion between urban and rural areas and inadequate division of specialties; it is well known that villages that are experiencing the lack of family doctors have at least one nurse.

- Migration of the best qualified and trained healthcare professionals from the national health system; after the migration of the best specialists are currently taking the path of foreign countries and less prepared medical staff, given that they are offered a higher qualification at the workplace and of course a salary.

Simultaneously with the necessity of human resources development, the need to develop institutional infrastructure, equipped with efficient and efficient medical equipment, ensuring safe transport and in the shortest time between the sewage and the sterile environment is still present.

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