

# ORGANIZATIONAL MANAGEMENT: DOES THE NEWLY GRADUATE PHYSICIAN HAS COMPETENCY TO DIRECT A HOSPITAL?

VIROJ WIWANITKIT\*

## ABSTRACT

The organizational management is an important part in success of any organization. The role of director of any organization as a leader is very important. Here, the author discusses on the role of a newly graduate physician in directing a small rural hospital. The main question is “does newly graduate physician has competency to direct a hospital?”

**KEYWORDS:** Organizational Management, Hospital.

## INTRODUCTION

The organizational management is an important part in success of any organization. The role of director of any organization as a leader is very important. However, in some situations, to find an appropriate director can be difficult. Sometimes, the job specifications might be a big problem for findings one to fit the job. Here, the author discusses on the role of a newly graduate physician in directing a small rural hospital. The main question is “does newly graduate physician has competency to direct a hospital?”

## NEWLY GRADUATE PHYSICIANS TO DIRECT A RURAL SMALL HOSPITAL: A SITUATION IN THAILAND

Thailand is a developing country in Southeast Asia. According to the public health and medical education system in Thailand, the newly graduated physicians are required to work in the

rural communities as mandatory requirement before they can continue a higher education or training [1 – 2]. To sever the role as physician in remote rural area, the newly graduate physicians often have to take the role as the director of the rural small hospitals in rural districts. As noted by Piyaratn, “Doctors are required to be not only competent clinicians but also good managers of health promotive and preventive programmes, effective hospital administrators, competent trainers and qualified researchers [3].” The new young director has to takes role as physician and administrator of the hospital, hence, it can be a big workload and this might result in “brain drainage”, resigning from the government hospital to work in a private hospital in a more convenient setting, phenomenon [4].

The interesting observation is the lack of appropriate course on administration during medical education of physician in Thailand.

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\*Professor, Senior Expert, Surindrarajabhat University, Thailand & Visiting Professor, Hainan Medical University, China & Honorary Professor, Dr DY Patil University, India.

**Correspondence E-mail Id:** editor@eurekajournals.com

While the physician has to take the role as administrator according to job specifications, there are only a few knowledge provide to them. In a study, it is clearly seen that most newly graduated physician lack the knowledge and experience towards administrating [5]. Comparing to nurse, who cannot be the administrator of the hospital according to the job specifications, there are many subjects on administrator and leadership in the nurse education. To promote the knowledge on organizational management for the physician seems to be necessary.

**CONFLICT OF INTEREST:** None

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