

Effects on Performance at Working Hours of Health Staff

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Abstract— Medicine is always known to be intertwined with society and knowledge is transferred from generation to generation. The medical profession can not be limited to working hours because it is one of the services that must be offered uninterrupted 24 hours a day. This feature of the profession brings with it some difficulties and costs. These difficulties and costs often cause problems for the service provider and the staff. In this research, it is aimed to examine the effect of the working hours of health personnel on performance. It depends on this, , the working law and working hours will be explained with reference to the international and national legislation, then the information about the shift and shift work will be given and the effect on the human being and consequently the concept of performance and the effect of working hours on performance will be discussed..

Keywords— Health, Working hour, Performance

The medical profession, one of the earliest known professions that serves humanity, is the healing of people's ills, which has been the most labor-intensive and fast-paced change in history, improving human life and the world. Medicine is always known to be intertwined with the society and to transfer knowledge to generations (1). The medical profession can not be limited to working hours because it is one of the services that must be offered uninterrupted 24 hours a day. This feature of the profession brings with it some difficulties and costs. These difficulties and costs often cause problems for the service provider and the staff. Health services have been a topic of discussion for many years in terms of regulation and pricing of working hours. From the point of view of regulation of working hours there are many different systems which are different from each other. A certain part of the workforce in the world is working in shifts, and the shift systems are also different. The negativities in shift work can lead to large costs in medium to long term, and the arrangements and improvements made on shift systems return as great gains (2, 3).

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It is not possible to give up health care without interruption for twenty-four hours. For this reason it is the responsibility of the managers to ensure a fair working order among the employees and to protect the employee's health by paying attention to the balanced distribution of the night shift among the employees. A successful manager should also improve his or her performance while fulfilling these responsibilities.

In this research, it is aimed to examine the effect of the working hours of health personnel on performance. In this framework, the working law and working hours will be explained with reference to the international and national legislation, then the information about the shift and shift work will be given and the effect on the human being and consequently the concept of performance and the effect of working hours on performance will be discussed. The medical profession should be available 24 hours a day, consist of services can not limit the service hours. Night and day desired to show continuity in this kind of service a number of organizational and individual problems seen.

International and national legislation on working hours is organized as 40 hours per week. It is not possible to give up without interruption for twenty-four hours of health services administration. The majority of health workers in terms of working hours comes to the end of the night or week. Therefore, paying attention to the balanced distribution among workers of the night shift is the responsibility of protecting the health of employees and managers in order to ensure fair working employees. A successful manager should boost the performance of institutions in fulfilling their.

Working hours vary from country to country according to the law governing working hours; Industrialization and unemployment rate. Agreements and decisions adopted by international organizations have influenced the organization and development of the working life. Various documents which have been reached and accepted with long struggles have pioneered to protect these rights. Accepted working standards include the principles and decisions of the International Labor Organization (ILO), the United Nations (UN), the Council of Europe and the European Union (4)

Performance measurement in the health care system is important for balanced use of financing and for identifying deficiencies in health care systems. It helps analyze why countries fail with similar income levels. It is also important in terms of the indicators that will provide an assessment of an applied health system according to previous years. Through these indicators, health system policies will be established. Hospitals' performance appraisal has become a common issue in countries. The public, NGOs and the private

sector are following different strategies in assessing hospital performance. The definition of performance in many different disciplines varies. Within the same discipline, different performance definitions are found. Performance refers to the objectives that are aimed at a business; It is a concept that qualitatively and quantitatively determines the extent to which an individual, group, or organization is able to be reached. Performance appraisal is done on individual, group, unit, institutional and even system basis. Individual performance appraisal refers to all aspects of the work of the persons according to the institution, the activities they attend, their deficiencies and their competencies. Different performance measures can be used without overlooking different aspects of system performance, so it can be said that performance measures are multidimensional rather than one dimensional. Institutional Performance Assessment is a tool that has an impact on how the institution shows its direction in the direction of its set goals and objectives, and how the institution will follow the path in the future and determine its priorities.

Performance-based pay system and the reason for the implementation of the employees are allowed to give up their time . This is not work for long hours without rest and reduces the service quality and give rise to work even endanger other people's lives and can cause irreversible error. The performance of health workers as well as in other lines of business; as it is not correct to evaluate directly the numbers, it is not disputed that the error will not take on the work of human health.

The qualities of work life and motivation are two concepts that are not considered separately, and one positive or negative change in one is inevitably affecting the other. It is thought that there is a high degree of relationship between the quality of work life and the factors that increase motivation. It is necessary to take into account the problems and expectations of health workers who do not make the mistakes of making mistakes by keeping the quality of life of the people they serve higher than their quality of life. A working environment free from problems, answering expectations, living in economic prosperity, reaching fair and world standards has been provided; It is expected that the quality of the healthcare personnel respected by the administrators and supervisors will increase in the business life. In this way, an organized workplace staff will be able to work more motivated and provide better service. Emotional stress, working with dying patients, conflicts with patients and their relatives, night and long working conditions cause them to be exhausted and desensitized because of the working environment of the health personnel, excessive workload, the group of sick people, and so on. Working in long and variable hours has physiological, psychological and sociological effects on health personnel as well as many negative effects in terms of service area. Reducing the effects of negativity in terms of employee and service or reducing the most can be possible by rational arrangement of working conditions.

All these factors are taken into consideration; quality of service that will keep motivation high as individual health

workers to be protected from some problems brought by her night work, it would be possible for high performance in terms of organization should be created in new work patterns and performance -based payment system should be revised.

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