

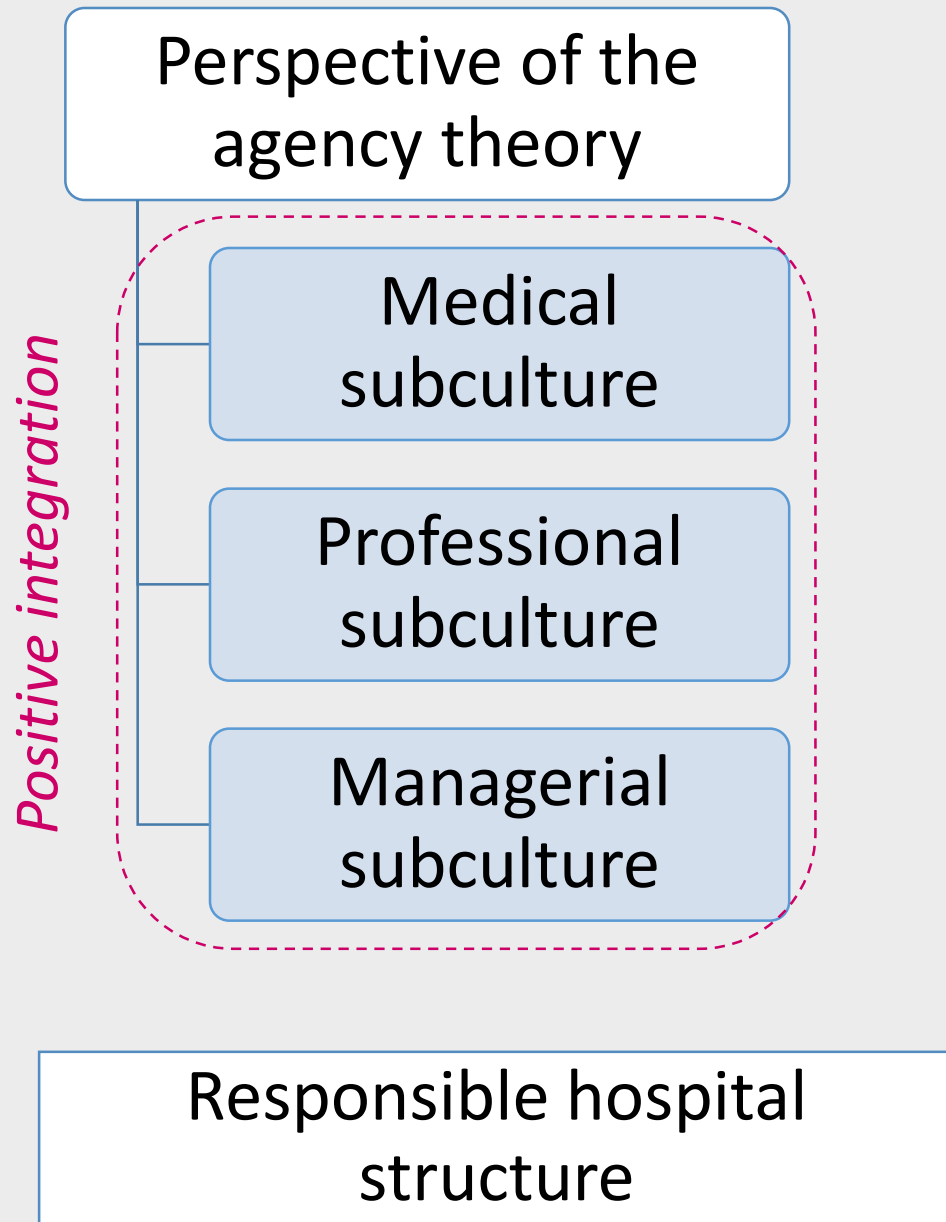
The alignment between medical subculture and hospital managerial subculture: a study of the impact of the risk perception of the power system on the perception of the leader by physicians in Algerian hospitals

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Introduction



EFQM model

Reduce the agency conflicts between leader-physicians

Consideration of needs, interests and perceptions of physicians

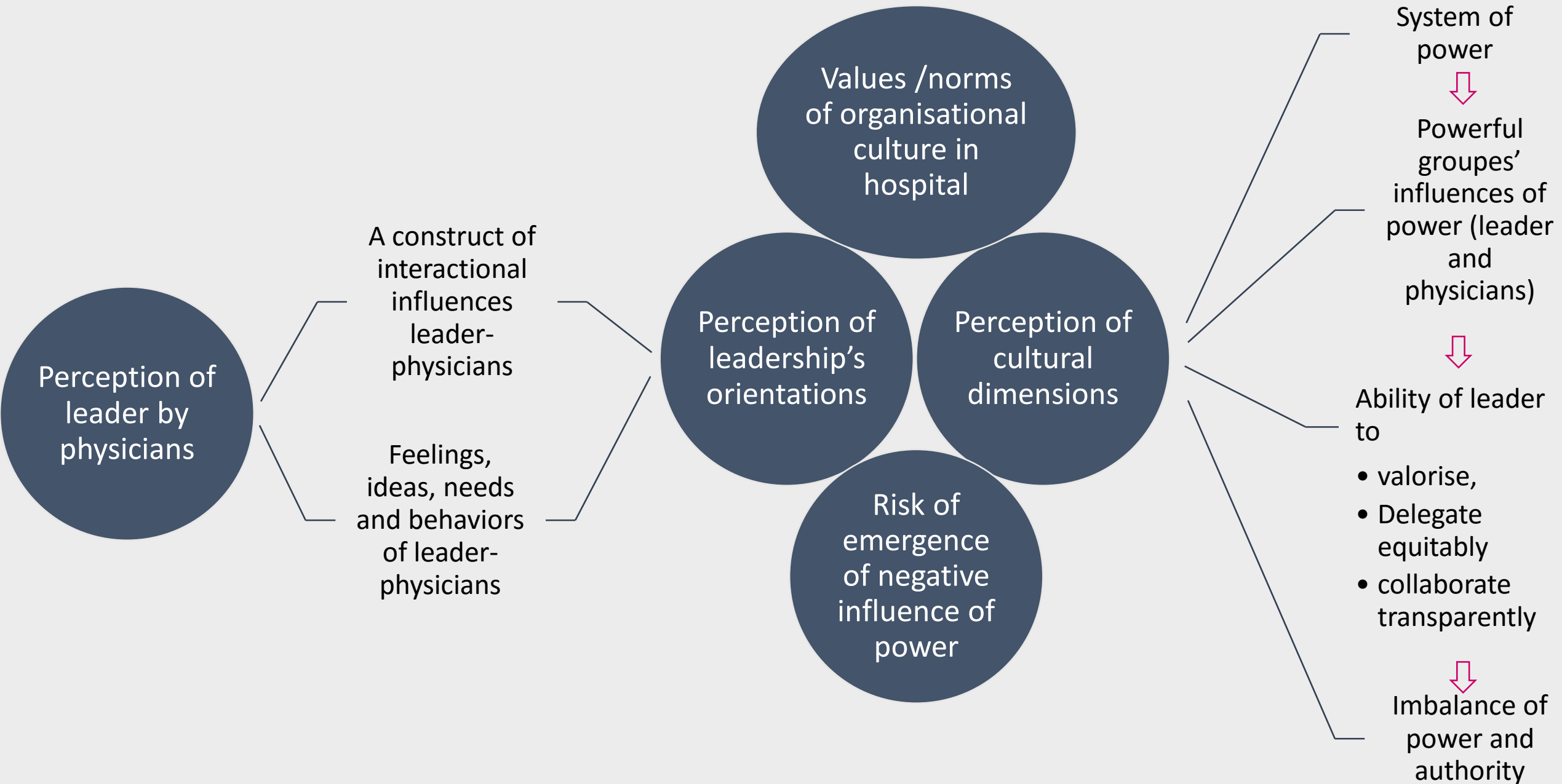
Identify the risks of a negative perception of the power system

Negative influences of power and authority

Negative perception of leader by physicians

Outline of the presentation

- Impact of risk of negative influences of power on the perception of leader by physicians;
- Research question and hypotheses;
- Method;
- Discussion of results.



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Applied cultural dimensions



Negative influences of authority's power



Positive perception of leader by physicians

- H1: The influences of authority's power generated by organizational culture influence positive perception of leader by physicians
- H2: The influences of authority's power generated by each cultural dimension influence positive perception of leader by physicians

H2a: Level of decentralisation of decision-making

H2b: Valorisation of physicians' interests

H2c: Managerial orientations

H2d: Level of uncertainty control

H2e: Centralisation of authority power

H2f: Strength of personal relationships

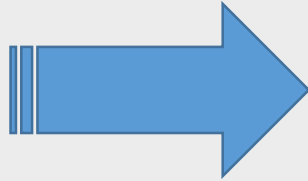
H2g: Managerial flexibility

H2h: Emphasis on teamwork

H2i: Criterion of physician's valorisation

H2j: Participation of physicians in cross-cutting activities

H2k: Temporal vision



Generates influences of authority's power that impact perception of leader

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20 variables

11 variables on the perceived cultural dimensions (Hofstede and Trompenaars)

09 variables on the perception of leader (Lewin and Dorfman)

380 physicians in different algerian hospitals

Anonymous surveys by questionnaires

Multiple linear regression

size and power of the multivariate significance of effects

Test of hypotheses, (Fisher, $p= 0,05$)

Determine significant relationships between cultural dimensions and perception of leader

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Test of Hypotheses

- H1: The influences of authority's power generated by organizational culture influence positive perception of leader by physicians (**confirmed, $p=0,00<0,05$**)
- H2: Influences of authority's power generated by each cultural dimension influence positive perception of leader by physicians (**rejected, $p\geq 0,05$**)

H2a: Level of decentralisation of decision-making (**rejected, $p\geq 0,05$**)

H2b: Valorisation of physicians' interests (**confirmed, $p=0,00<0,05$**)

H2c: Managerial orientations (**confirmed, $p=0,00<0,05$**)

H2d: Level of uncertainty control (**confirmed, $p=0,00<0,05$**)

H2e: Centralisation of authority (**confirmed, $p=0,00<0,05$**)

H2f: Strength of personal relationships (**confirmed, $p=0,00<0,05$**)

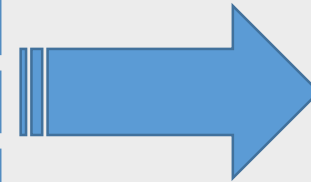
H2g: Managerial flexibility (**confirmed, $p=0,00<0,05$**)

H2h: Emphasis on teamwork (**rejected, $p\geq 0,05$**)

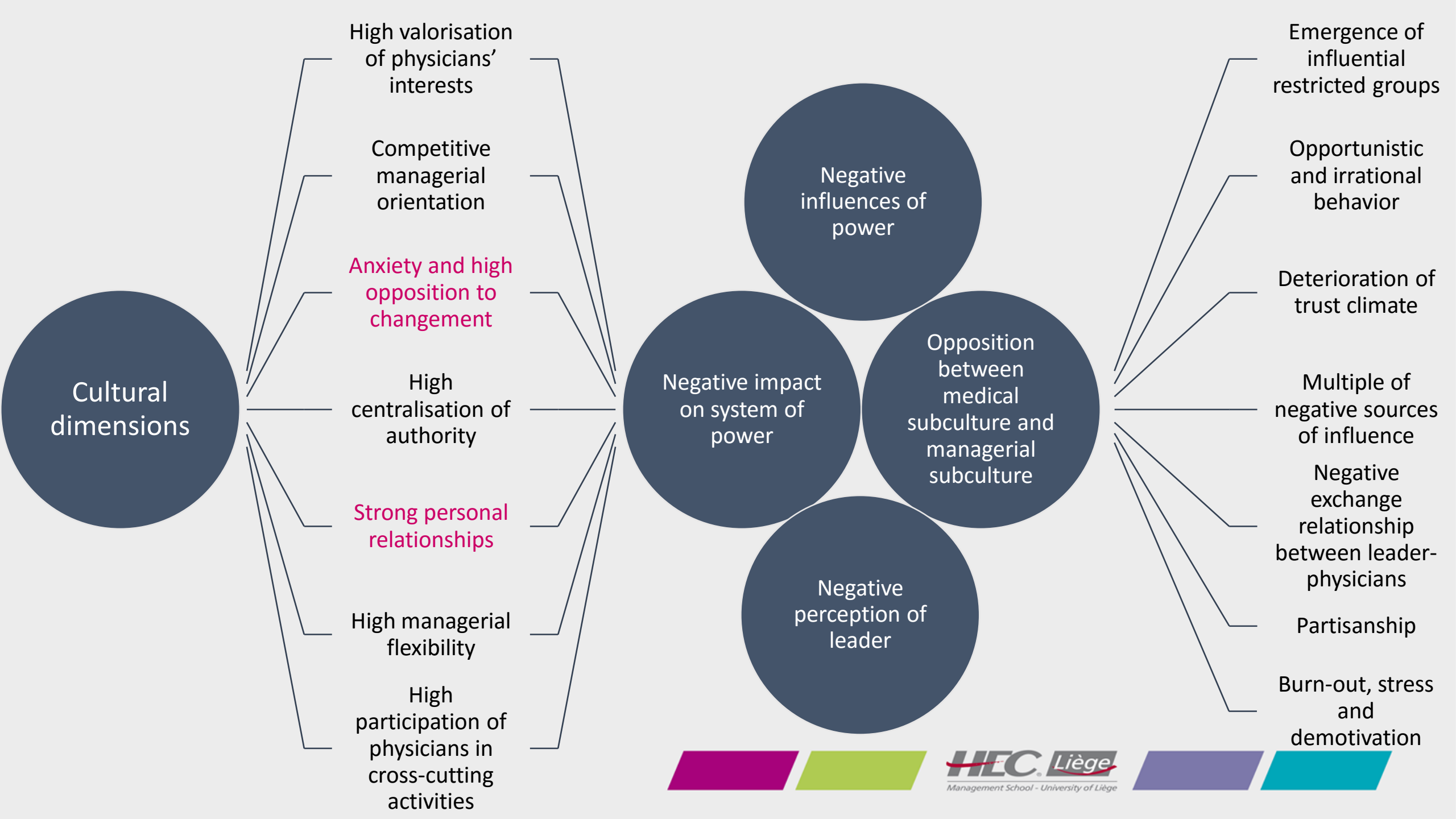
H2i: Criterion of physician's valorisation (**rejected, $p\geq 0,05$**)

H2j: Participation of physicians in cross-cutting activities (**confirmed, $p=0,00<0,05$**)

H2k: Temporal vision (**rejected, $p\geq 0,05$**)



Generates influences of authority's power that impact perception of leader



Conclusion

Contribution to the algerian hospital context;

The alignment of medial and managerial subculture requires a regulation of influences of authority's power;

Identify the risk of emergence of negative influences of authority's power that affect the perception of power system

A negative perception induces :

non-conformism behavior;

Increase of minority groups' influence;

Multiplication of influent actors.

Thank you for your attention

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