

ستراتيجيات المحافظة على الملاك التمريضي (*)
دراسة استطلاعية لعينة مدراء في دوائر صحة بغداد
الأستاذ الدكتور
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قسم ادارة الاعمال

هند فؤاد جواد
دبلوم عالي ادارة المستشفيات
وزارة الصحة/ مكتب المفتش العام

المستخلص

(23)

Abstract

The deficiency in the nurse staff in the health organizations consider an important problem that must be studied and solved basically , not only because it affect on the health organization and it's strategic goals , but also it affect the human being and it's health which can't be substituted with anything or delayed in it's treatment ,This research aims to necessary for health organizations to strategically help in maintaining the nurse staff and to keep that in it's strategic orientation and it's mission , moreover , the health organizations must study the reality of the nurse in the health organizations and know the causes beyond leaving the nurse staff the nurse job , and then remove these causes from the reality of the nurse in the health organizations to reach finally to the strategies that maintain the nurse staff .The sample of research were (23) managers in hospitals and health centers of Baghdad city to diagnosis strategies of maintaining the nurse staff ,a group of conclusions are determined the most important are limited of strategies follow for these purposes

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المقدمة

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أولاً/ منهجية البحث

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(Cooper ,2008:1)

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(2007) (Cooper, 2008)

SPSS

ثانياً / الجانب النظري

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(1990 : 72 - 39-40)

(Weir & Waddington ,2008 : 67-77)

(54 : 2007)

(1990 : 40)



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(Donnelly et al. , 2005: 3)

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(2007 : 24) .

(Lei & Lambert , 2008: 24)

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(2001 : 67 - 70) :

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(Donnelly et al. , 2005 : 22-26) (2001) :

.1 _____ :
(Ivancevich, 1997: 488)

(Argenti , 1997 : 242)

(53 : 2004) :

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. % 50 •

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(21 :1999)

_____ .4 :

6 3

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(87 :2006)



.6 _____ :

(2006 : 89)

(2006 : 90) :

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.7 _____ :

(Mrayyan & Al-faour , 2008 : 26)
(2001 : 37)

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.8 _____ :

(Ivancevich,1998:367)
(2000 : 134 157)

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.9 _____ :

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.10 _____ :

(Lawyer & Katz,1990 : 116):

(Gibson et al ., 2003 :253 -261)

.11 _____ : (1999 :82 - 83)



.12 _____ : ()
(Cooper ,2008:1)

(Robbins, 1998: 380)

(Collins, 1997 :23)

(Reeves et al ., 2008 : 1-2)

.13 _____ :

(1999 : 17)

.14 _____ :



: 15.

(Cooper , 2008 :1)

(185 :2001)

ثالثاً/ الجانب العملي (تحليل متغيرات الدراسة الاستطلاعية)

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(1)			
	%80	4	X1
	%86	4.3	X2
	%72	3.6	X3
	%60	3	X4
	%86	4.3	X5
	%72	3.6	X6
	%80	4	X7
	%66	3.3	X8
	%66	3.3	X9
	%80	4	X10
	%72	3.6	X11
	%72	3.6	X12
	%80	4	X13
	%72	3.6	X14
	%86	4.3	X15

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(%86)

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.(4.3)

(X15,X10,X2)

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(X13,X10,X7,X1)

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(4)

(%80)

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(X5,X2)

(4.3)

(X13,X10,X7,X1)

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(X14,X12,X11,X6,X3)

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(%72)

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(X9,X8,X4) (%66) (X9,X8) (%60) (X4)

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(2):

(2)					
9	17.6	3.82	0.673		X1
10	17.9	4.231	0.761		X2
2	14.0	3.55	0.498		X3
13	19.1	3.144	0.601		X4
12	18.2	4.304	0.784		X5
11	18.0	3.507	0.634		X6
1	12.0	3.913	0.473		X7
4	16.2	3.478	0.566		X8
14	19.8	3.159	0.626		X9
6	16.5	3.956	0.653		X10
8	17.5	3.478	0.609		X11
5	16.3	3.753	0.613		X12
15	21.2	3.978	0.845		X13
3	15.8	3.884	0.616		X14
7	16.9	4.144	0.702		X15

(X1)

(X3) ()

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(X13,X9,X4,X5,X6,X2,X1,X11,X15,X10,X12,X8,X14)

(15,14,13,12,11,10,9,8,7,6,5,4,3)



(%72.5) (3)
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 (%68.8) (X2)
 (%84) (X15)
 (%83.7) X5)
 (%80.5) 4-3)
 (Person)) (SPSS)
 (4) (

(4)														
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14
X1														
X2	.42*													
X3	.012	-.01												
X4	-.197	-.46*	.143											
X5	.54**	.78**	.004	-.44*										
X6	.443*	-.081	.42*	.143	.42*									
X7	.172	.443*	.020	-.30	.59**	.18								
X8	.475*	.415*	.187	-.03	.492*	.61**	.15							
X9	.129	.088	.72**	.097	.17	.41	.08	.50*						
X10	.421*	.78**	-.001	-.46*	.63**	.05	.492*	.44*	.39*					
X11	.187	.412*	.44*	-.28	.12	.16	.06	.42*	.42*	.44*				
X12	.412*	.020	.233	-.41*	.21	.31	.421*	.28	.43*	.38*	.46*			
X13	.419*	.436*	.120	-.45*	.39	.12	.31	.17	.02	.41*	.42*	.41*		
X14	.406*	.458*	.217	-.08	.71**	.421*	.444*	.238	.14	.42*	-.03	.09	.27	
X15	.414*	.60**	-.008	-.45*	.75**	.11	.55**	.05	-.04	.45*	-.04	.22	.50*	.70**
	%1				**			%5						*

(57) (48) (105)
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رابعاً/ الاستنتاجات والتوصيات

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المصادر العربية

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