# Comparison of the distribution of human resources in university and private hospitals of Qazvin

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## ABSTRACT:

**Background:** In health care system, human resource has a key role in comparison to other factors. The quantity and quality of workforce affect the rapidity, cost, accuracy, and quality of health care services.

**Objective:** This study was aimed to determine the distribution of workforce in various sectors of Qazvin hospitals in comparison to standards.

**Methods:** This is an applied cross sectional study, which was performed in 2009. Research community was all of Qazvin hospitals and their staffs. The sample research was the exact research community and all of the hospitals were selected. Information about the project objectives have been analyzed using SPSS software and descriptive statistical tests.

**Findings:** The results show that among 2,852 employees in hospitals, 53.3% were working hospital (A), about 8% in hospital (C), 17% in hospital (B), about 12% in hospital (P), and 10% in hospital (T). The results indicated that the hospital (P) had the highest rates of female workforce among other hospitals, with 269 (52%) male workforce and 10% female workforce among other hospitals in comparison to Ministry of Health and Medical Sciences standards.

**Conclusion:** A proper distribution of human resources can increase productivity of the work and enhance quality of hospital care, which is its primary mission of health care system. Administrative of the health care system can attain, provide, maintain and distribute appropriate staff allotment requirements within the health sector using strategic human resource management approach, especially in hospitals.

**Keywords:** Human resources, Hospital, Standard

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### Table: Comparison of the distribution of human resources in university and private hospitals of Qazvin

<table>
<thead>
<tr>
<th>Hospital</th>
<th>Female Workforce</th>
<th>Male Workforce</th>
<th>Total Workforce</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>269 (52%)</td>
<td>130 (28%)</td>
<td>399 (100%)</td>
</tr>
<tr>
<td>B</td>
<td>249 (52%)</td>
<td>111 (24%)</td>
<td>360 (100%)</td>
</tr>
<tr>
<td>C</td>
<td>210 (54%)</td>
<td>164 (40%)</td>
<td>374 (100%)</td>
</tr>
<tr>
<td>P</td>
<td>80 (12%)</td>
<td>672 (98%)</td>
<td>752 (100%)</td>
</tr>
<tr>
<td>T</td>
<td>146 (17%)</td>
<td>736 (83%)</td>
<td>882 (100%)</td>
</tr>
</tbody>
</table>

### Notes:

- **Hospital (A):** had the lowest. Compared to the Ministry of Health and Medical Sciences standards.
- **Hospital (B):** had the highest rate of male workers and the lowest of female workforce.
- **Hospital (C):** had surplus of manpower.

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**References:**