

FEATURES OF LABOUR CAPITAL OF MEDICAL WORKERS (BASED ON THE MATERIALS OF THE REPUBLIC OF TATARSTAN)

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ABSTRACT

The article presents the results of the author's sociological study conducted in the Republic of Tatarstan in order to identify the features of labor capital and labor behavior of medical workers. Based on these findings, the authors conclude that the measures conducted in recent years to reform the healthcare system, have had no significant impact on the human capital of medical workers, have not improved their social well-being and quality of life. Less than half of medical workers consider their profession prestigious.

Keywords: *human capital, labor capital, medical worker, healthcare, labor motivation, social well-being.*

INTRODUCTION

In the course of socio-economic and political transformation of the Russian society the human healthcare capital has undergone the significant qualitative changes, including at the regional level. On the background of global trends of strengthening the role in the production of highly skilled workers, it is an opposite situation in the national healthcare, characterized by the loss of accumulated high quality human capital [1]. Under present conditions, the socio-economic determinant is the labor capital in the formation of human capital of medical workers. The structure of labor includes the character and content of labor, its organization, status, prestige of the profession, social well-being, skills, work experience, seniority, wages, satisfaction and labor motivation.

METHODS

We consider the specifics of labor capital of medical workers on the basis of the results of the author's case-sociological study conducted in the city of Kazan (2013) by the questioning method by quota sample ($n = 900$). The proportions within the sample population correspond in general to the professional-qualification, socio-demographic and gender characteristics [2]. The research procedure has been developed taking into account the approaches of sociological studies, which are present in the papers of D.N. Aleksandrova, R.I. Kapelyushnikova, R.M. Nureyeva, R.Kh. Yagudina [3, 4, 5].

The theoretical basis of research has been made by the provisions of the human capital theory (G. Becker, P. Bourdieu, T. Shults), which have been used in the analysis of values, standards, knowledge, skills and prestige of medical workers [6, 7, 8].

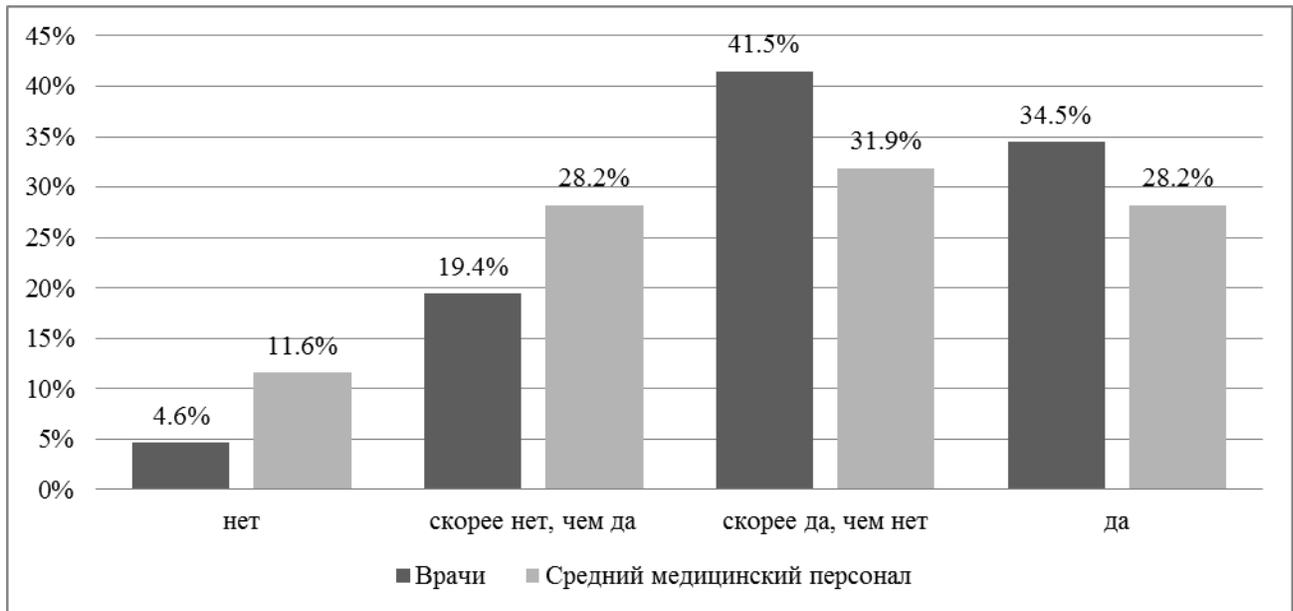
In this study we had the following objectives: to identify the features of labor behavior and labor motivation of individual socio-qualification groups of medical workers; to highlight the regional

conditions and specifics of human capital formation of medical workers; to formulate the ways of improving the human capital of medical workers in the framework of reforming the national healthcare system. Among the respondents surveyed, a group of doctors was 33.4% (heads of departments - 3.3%; heads of the clinic - 1.1%; doctors - 29%); group of practical nurses - 66.5% (chief nurses - 0.2%; senior nurses - 3.6%, paramedics - 5.6%; nurses - 56.9%; medical receptionists - 0.2%).

RESULTS

An important characteristic of human capital of medical workers is their attitude to work and satisfaction with it. It is very important, to which extent the work is interesting, creative and diverse for a person, enables personal development, complies with his/her professional level, enables to implement a creative potential and to grow professionally. According to the results of the survey, most respondents (65.5%) are completely satisfied with the profession chosen by them; 25.2% - rather dissatisfied; 8.3% of the surveyed medical workers are completely dissatisfied with the profession chosen by them. It was found that the doctors demonstrate a higher degree of satisfaction with the profession chosen by them than the nurses (see. Fig. 1). This can be explained by the fact that the work of doctors is more creative and less routine.

Figure 1. Satisfaction with the profession chosen



нет	no
скорее нет, чем да	rather no than yes
скорее да, чем нет	rather yes than no
да	yes
Врачи	Doctors
Средний медицинский персонал	Practical nurses

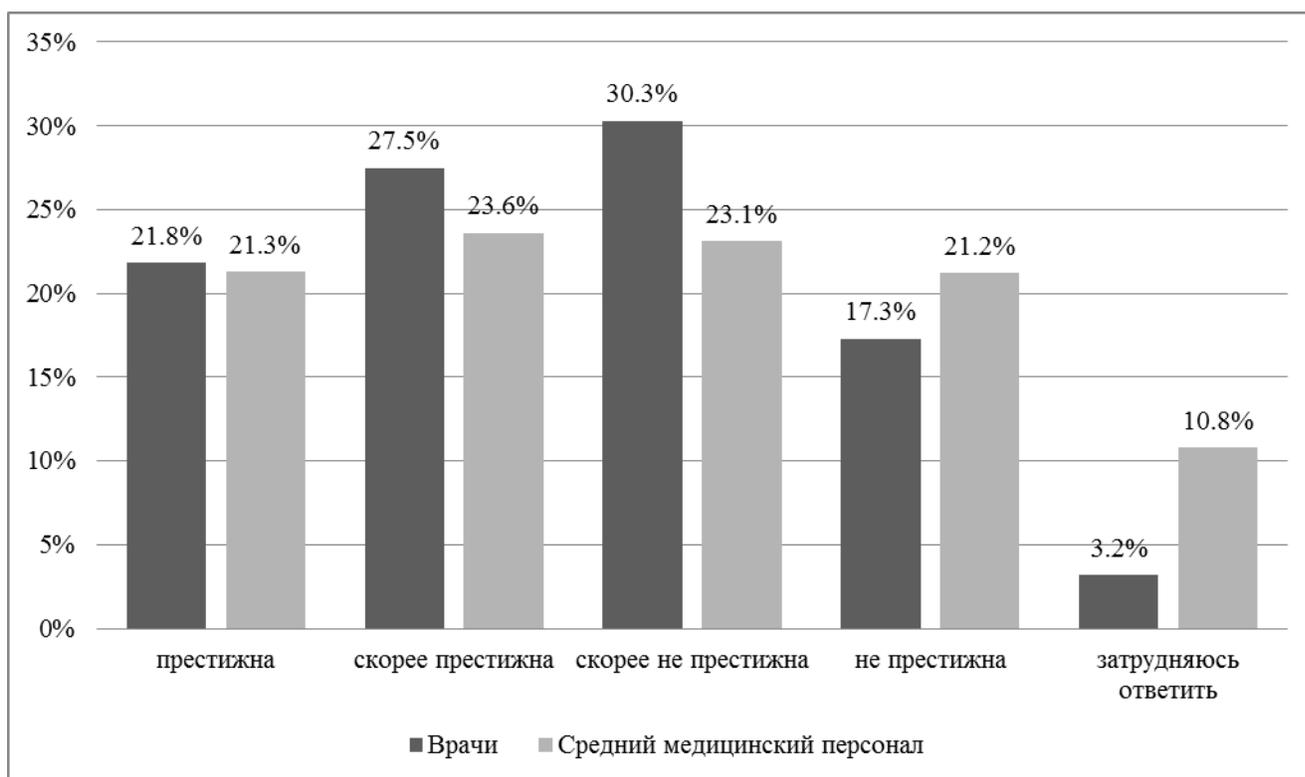
We consider the reasons for dissatisfaction with the profession. The doctors indicate the following hierarchy of reasons: low wages (48%), stresses (19.7%), work intensity (14.4%), low status (13.7%), dissatisfaction with working conditions (13.7%), high degree of responsibility (8.8%), lack of career growth (3.3%).

The practical nurses indicated the causes of dissatisfaction in a slightly different way: low wages (62.1%), dissatisfaction with working conditions (19.2%), stresses (16.6%), work intensity (12.9%), low status (10.8%), unhealthy moral and psychological climate (7.2%), high responsibility (6.2%), career growth (4.4%).

According to the theory of hierarchy of needs by Maslow [9] the wages of doctors and nurses enables currently to satisfy only the basic physiological needs of workers. According to the respondents, only 1.7% of the respondents are able to spend money for any needs: 71.7% are able to pay utility bills and buy necessary clothes and food. Almost one fifth of the respondents (17.6%) indicates that the money is barely enough for food and clothes; the remaining respondents (9%) says that the earned money is not even enough to meet the physiological needs.

According to the results of the survey, evaluating the prestige of the medical worker profession, the respondents' opinion was divided about equally:46.4% of the respondents consider it prestigious to some extent, while 25.4% - rather than the prestigious and 19.8% - not prestigious at all (see Fig. 2).

Figure 2.The prestige of the medical worker profession in the society



престижна	prestigious
скорее престижна	rather prestigious
скорее не престижна	rather not prestigious
не престижна	not prestigious
затрудняюсь ответить	neither agree nor disagree
Врачи	Doctors
Средний медицинский персонал	Practical nurses

We consider the integral characteristic of human capital - the social well-being of medical workers and their satisfaction with life. Among the doctors surveyed, the social well-being was evaluated by them as: excellent - only 0.7%; well - 6.3%; satisfactory - 42.6%, dissatisfactory - 38.4%; 11.3% of the respondents were undecided. The practical nurses: excellent - 1.4%; well - 4.1%; satisfactory - 42.2%, dissatisfactory - 40%; 12% were undecided.

The answers to the question: "Do you consider yourself a happy person?" were divided in the following way. 33.8% of medical workers consider themselves a completely happy among those surveyed, the answer "more happy than not happy" was chosen by 46.2% of the respondents, 4.7% - pointed to the option "not happy rather than happy"; 1.8% occurred to be "unhappy"; 13.4% of the respondents were undecided.

Considering the answers of the respondents about what qualities the medical worker should have, we see that, above all, there are shown the characteristics of labor, cultural and moral capital - such competencies and skills as professionalism (84.1%), responsibility (59.7%), possession of practical skills (26.8%), care (23.7%), kindness (21.6%), ability to make quick decisions (21%), charity (21%), patience (15.6%) , stress resistance (13.6%), sensitivity (8%), goodwill (7.5%), communication (4.8%), initiative (1.9%), generosity (0.2%).

The most important part of the intellectual and educational capital of medical workers is their participation in the innovations. Thus, among the doctors the majority (61.6%) keeps an eye on the latest developments in medical science and practice as far as possible; 23.2% - are constantly monitoring and use widely in their work; 12.3% of the respondents monitor as needed; 2.1% of the doctors surveyed indicated the option "old baggage is enough".The weak point, according to the respondents, in the formation of intellectual capital is the lack of professional communication with the colleagues-professionals in the region, the Russian Federation or in the leading specialized foreign centers in the frameworks of advanced training; versatile application of possibilities of the Internet and other modern communications in the work.

CONCLUSIONS

Thus, we can say that the healthcare reforming measures affected primarily the improvement of the material and technical base of medical institutions, but did not affect the formation of human capital of medical workers and did not improve significantly the characteristics of its species. The optimization of organizational personnel structure of medical institutions, on the basis of economic feasibility, led to distrust of medical workers to the federal and regional management, and weak confidence in the head doctors and chief nurses.

SUMMARY

Concluding the analysis of the content of labor capital of medical workers, we note the following.

1. The labor capital acts as a determinant of human capital of medical workers. Its structure includes: the nature and content of the work, prestige of the profession, qualification, work experience, seniority, work motivation, labor satisfaction and payment. According to the results of original researches, about half of medical workers consider their profession prestigious. 65% of the respondents are satisfied with it to some extent. The reasons for dissatisfaction include, above all, low wages, then stresses, poor working conditions, intensity in the work. The labor motivation is mainly influenced by the professional duty, the desire to keep their jobs and raise wages. The cultural-moral capital of medical workers covers such values, standards, behavior models as attention -23.7%, kindness - 21.6%, mercy -21.0%, patience - 15.6%, stress - 13.6% .

2. The specificity of labor motivation of doctors in the modern conditions, according to the original researches, is constituted primarily by the desire to make money and job security that enables to identify them primarily as conservative professionals; among the practical nurses, the primary labor motivation is directed on wages and labor behavior, characterized by saving resources and the desire not to take the responsibility.
3. The structure of the characteristics of intellectual-educational capital of medical workers is composed from the education, self-education, specificity of professional thinking, innovative skills, knowledge of the Internet, professional and foreign language. The weak point, according to the respondents, is the lack of professional communication with the colleagues-professionals in the region, the Russian Federation or in the leading specialized foreign centers in the frameworks of advanced training; versatile application of possibilities of the Internet and other modern communications in the work.

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