Challenges for Decision-making by Female Managers in Healthcare Organizations

Ali Mohammad Mosadeghrad[1], Maryam Tajvar[2], Sara Taheri[3*]

Abstract

Background and Aim: Decision-making is one the most important managerial tasks. Managers of healthcare organizations face with several challenges in decision-making. The study aimed to investigate women managers' challenges in decision-making of healthcare organizations.

Materials and Methods: A qualitative approach was used for this study. In-depth semi-structured interviews were conducted with 21 women managers in Tehran healthcare organizations. The participants were selected using purposive snowball technique. The collected data were analyzed through directed content analysis method.

Results: For female managers' decision-making six themes and 34 sub-themes were identified. Themes were categorized in challenges related to namely law and regulation like ambiguity and getting outdated; structure like organization size and the heterogeneity of academic and executive approach; process of decision-making like the long path to the outcome, multiplicity of decision-making channels, indeterminate decision-making boundary and weakness of system thinking; human resources like lack of skilled human resources, working with reputed experts, lack of knowledge of superiors and weakness of change management; culture including reverence and personal beliefs and gender including absence of acceptability of women decisions, female staff's gender-oriented attitude and emotional instability.

Conclusion: Female managers face several important challenges in decision-making for healthcare organizations. If no action is taken to reduce the challenges in terms of rules and structure, decision-making process, human resources and organizational culture, then the community will not benefit from women's capacity to management. In addition, according to different substantial gender-related challenges, it is necessary to consider the gender factor in management and reform the gender-related attitude towards management to achieve the developmental goals.

Keywords: Decision-making challenges, Female or Women top management, Glass ceiling

[1] Associate Professor, Department of Health Management and Economics, School of Public Health, Tehran University of Medical Sciences, Tehran, Iran
[2] Assistant Professor, Department of Health Management and Economics, School of Public Health, Tehran University of Medical Sciences, Tehran, Iran
[3] Msc in Health Management, Department of Health Management and Economics, School of Public Health, Tehran University of Medical Sciences, Tehran, Iran, (*Corresponding Author) Email: sarataheri.tums@gmail.com