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# STUDYING THE EFFECTS OF MANAGERIAL STYLES OF HOSPITALS HEADS ON THE CHANGE OF 10 IMPORTANT HOSPITAL PERFORMANCE INDICATORS

Arab M., Ph.D.<sup>1</sup>; Akbari F.,<sup>2</sup> Ph.D; Mahmodi M.,<sup>2</sup> Ph.D. Sadaghiani E.,<sup>3</sup> Ph.D.

People, government and Health Insurance organization's (HIO) spend a great deal of money each year in Health sector. They expect an effective and acceptable outcomes as well as well-utilization of all resources (including Human Resources).

The goal of this article is studying the effects of managerial styles employed by Hospitals heads on operational indices among Iran's public hospitals.

The study is a cross-sectional one and data collected cross-sectionally. Study population includes 355 public hospitals which were divided in 3 categories as large (>400 bed) medium (200 – 400 bed) and small (<200 bed). A questionnaire was used for data collection and interviews also conducted for the same purpose. The questionnaire included question about styles of leadership as well as operational indices. Leadership types determined as Lynter models (4 styles).

Findings demonstrate the effects of Hospitals head's leadership styles on increase or decrease of outcome indices among study population. According to the findings participatory management has had more positive effects on the indices than the 3 other styles had.

**Key words:** *Managerial styles, Exploitative, Authoritative, Benevolent- Authoritative, Consultative, Participative Management.*

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