

Abstract

The research project explores the theme of management education in healthcare in the regional context Campania referring to its strategic role in a perspective of change and management innovation to ensure performance improvement in health care.

In the Campania Region, the PRS track the educational goals of the health system and defines the extremely important management training to achieve the desired organizational change.

The research project consists of three papers elaborated during the three years of the PhD:

- Management training in health: the case of Campania Region
- The problem based learning for management education in health: an empirical analysis of the effects on health care organizations bells
- Practical application of community care: the health care budget

The first paper, first, trace analysis of the literature on the topic of education, which means engine of innovation and change. Second, it explores the context for the development of managerial skills in healthcare and finally, through finding study outlines the ways in which the health care system Campanian form health professionals.

In particular thanks to the methodology of the study of a case has been assessed the "ability" of the Campania Region to set the system carrying out its role of direction and coordination of training activities for the staff.

conduct analysis revealed the crucial role played by universities bells in the preparation of an education on highly specialized able to make up for the shortcomings of the institution responsible programming.

Finally it was investigated the organization of the training of continuing medical education events (ECM) in healthcare management from the regional health organizations (ASL, AO, AOU) in the biennium 2011-2013 in order to assess the degree of activity of the same.

The goal of the second paper proposed in this research project is to present an empirical study using the learning system approach.

The research was conducted by applying a model to study the interdependence of the factors that affect the transfer of knowledge in health care organizations. The research question has come from three objectives. The first objective was to examine whether and to what extent the participants in the Masters in Management of Organizations and Health Authorities have transferred to their work with the knowledge and skills acquired during training. The second objective was to study the factors that support and hinder the transfer of such competences by learners in the workplace and, finally, the ultimate goal was to study the learners themselves and their characteristics and how these affect the transfer of skills.

Educational activity have been studied in detail the motivation of learners and teaching methodology used, and it has come to the definition of direct and indirect transfer of skills.

Finally, organizational factors that affect both the transfer of knowledge gained in the training course that the learners themselves were examined.

The author used 30 in-depth interviews with learners of different organizations that participated in the training program that is based on an innovative experiential teaching methods (problem - based learning) and also participant observation.

The results reveal the importance of the trainees characteristics in the transfer of knowledge but above all that of the organizational context of belonging.

Research using qualitative data.

The interview of learners to a year from the use of the training events, has revealed important factors that influence the knowledge transfer process.

Finally, the last paper proposed is the practical application of a new social health sector governance model, such as the method of management of people taken through the rehabilitation individualized therapeutic projects supported by Budget of Health. The same is a community organization "solution" for the protection of health, able to overcome the traditional mold care models (especially hierarchical and performance type), which promotes new relational approaches, multi-sectoral and network capable of implementing health and social integration at the regional and district levels.

The study uses the combination of a series of qualitative methodological approaches:

- A survey of the evolution of the legislation and organizational health and social sector in Italy;
- A definition of the theoretical model, that of community care for the management of social and health services;
- An analysis of national experience adopting as a reference the principles of community care, which the methodology of taking care of people with mental disorders through the health budget;

The health care budget for the PRTI management structures within the health and social sector has been implemented, as early as 2005 by a local health authorities of the Campania Region.

This application of the practice of community care theory, which identified best practices proposed by the new health care managers, shows the organizational autonomy - managerial started with the corporatization of health care system has been able to respond more effectively and appropriately to new needs of the population.