

Advanced Management Strategies to Optimize the Organizational Climate in the Health Sector

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ABSTRACT

This study aimed to analyze advanced management strategies that optimize the organizational climate in the health sector, evaluating how these practices influence staff well-being, and the quality of service provided to patients. To this end, a documentary methodology was used, based on the collection and analysis of secondary sources, such as academic articles, books, and previous studies, which provide theoretical insight into the impact of management strategies on the work environment in the health sector. The results of the analysis indicated that transformational leadership strategies, participatory decision-making, and organizational flexibility are essential for improving the organizational climate. These practices foster collaboration, reduce work-related stress, and improve staff satisfaction, which is reflected in higher quality services. During the discussion, it was emphasized that, although participatory and transformational strategies are very effective, centralized decision-making may be necessary in emergency situations. Furthermore, the importance of flexible structures in the health sector was highlighted, as they allow for better adaptation to environmental changes and challenges. Finally, the conclusions suggest that, to maximize the benefits of advanced management strategies, it is essential to adapt practices to the specific needs of each institution. It is recommended to invest in the training of transformational leaders, encourage participation in decision-making, and adopt flexible organizational structures to create a healthy and efficient work environment in the healthcare sector.

Descriptors: Strategies, Advanced Management, Climate, Organizational, Health.

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