Factors Affecting the Development of Human Manpower in the Health System of Iran and the World: A Review Study

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Citation:
Amiri MN, Kashani M, Khachian A. Factors Affecting the Development of Human Manpower in the Health System of Iran and the World: A Review Study. *Iranian biomedical journal*. Supplementary (12-2024): 168.

ABSTRACT

Introduction: Human resources are one of the essential components of the health system. Planning the development of human resources in the health system is on the agenda of the health policies of many governments. Therefore, it is necessary to know the factors affecting the development of the health workforce. This review study aimed to determine the factors influencing the development of human resources in the health system of Iran and the world.

Search Strategy: In the present review study, articles in Farsi and English related to the purpose of the study, focusing on the keywords workforce, health system, development, and healthcare, were reviewed from the years 2014 to 2024. The keywords were searched in SID, Magiran, Web of Science, PubMed, EMBASE, Scopus and Google Scholar databases. The criteria for including Persian and English-related articles in the study were that the complete text of each article was available; all other articles were excluded from consideration. After removing duplicates, 14 articles were finally reviewed.

Results: Factors influencing the development of human resources in the health systems of Iran and the world include demographic characteristics, such as the increasing elderly population, the epidemiological landscape of diseases, crises, climate and weather conditions, war, the reduction of healthcare facilities in underprivileged and marginalized areas, and the declining willingness of health personnel to work in these regions. Additionally, the development of global safety culture standards, a lack of specialized manpower, insufficient training, and improper distribution of personnel contribute to these challenges. Other factors include the absence of decentralization policies, rigid personnel promotion methods, the introduction of new technologies in healthcare, the expansion of medical and nursing schools, recruitment of employees, availability of facilities and equipment, delegation of authority to colleagues, direct or remote supervision, job satisfaction, and the financing of the health system.

Conclusion and Discussion: Manpower planning in the health system is necessary to provide healthcare and treatment and to improve the health of the population. It is hoped that the policymakers of the health system can take a practical step in advancing the activities related to this field by considering the factors affecting the development of human resources.

Keywords: Health, Health workforce, Iran

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[DOI: 10.61186/ibj.25th-11th-IACRTIMSS]