

Objectives

Considering challenges and opportunities associated with business life, leaders can achieve success in current environment of organization with some factors. These factors; the leader’s entrepreneurial employees, who produce innovative and creative ideas, capacity pf using authorizations and shared leadership effectively in a certain trust environment. This research is conducted in order to investigate the relationship between self-leadership skills of health employees and job performance and institutional performance.

Results

When self-leadership levels of two institutions are analyzed in general, self-leadership levels of employees in the accredited institution (4.160) are found to be higher than the self-leadership levels of employees in non-accredited institution (3.830). Three different hypotheses are tested in the model. According to the findings obtained from the study, three hypotheses are accepted.

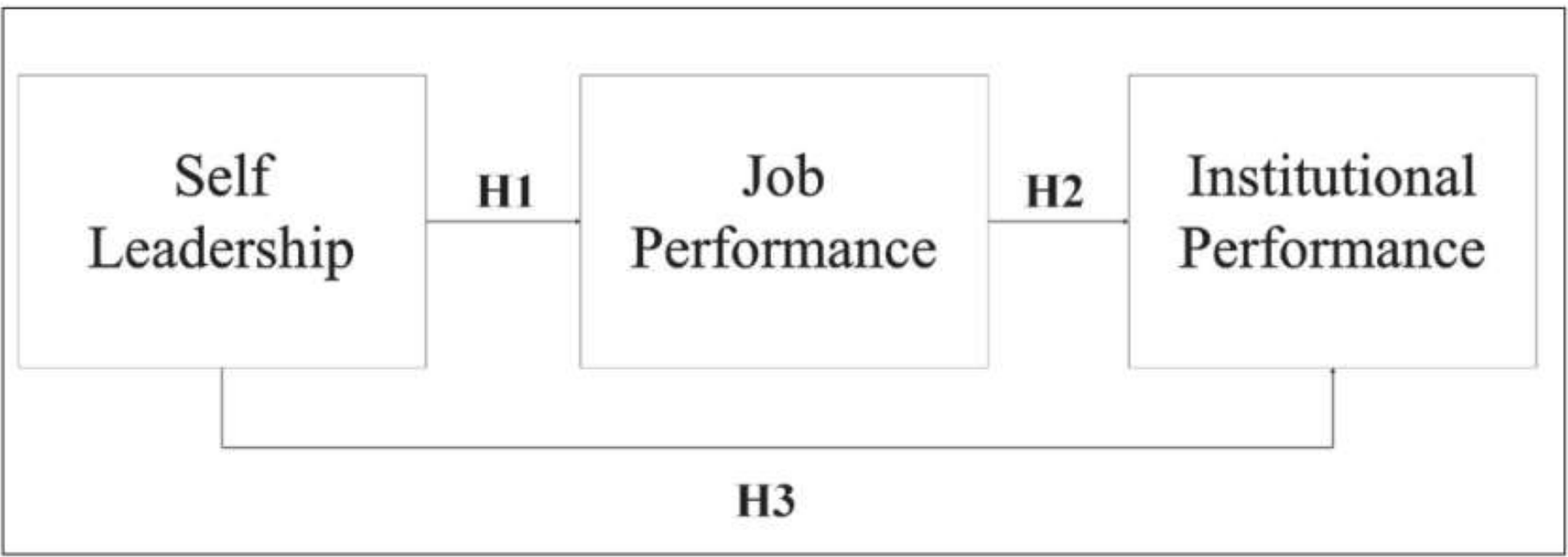


Figure 1. The relationship between self-leadership skills, job performance and institutional performance of health employee.

Table 1. Findings for self leadership skills, self-leadership strategies and factors				
Variables	Accredited		Non-Accredited	
	Average	Std. Dev.	Average	Std. Dev.
F1: Self Reminder Tips	4.286	0.625	3.869	0.647
F2: Self Punishment	3.800	0.944	3.468	0.978
F3: Self Observation	3.940	1.011	3.547	0.926
F4: Self Awarding	3.799	0.913	3.525	0.876
F5: Focusing thought on natural prizes	4.289	0.742	3.978	0.795
F6: Setting goals for her/him and dreaming successful performance	4.372	0.566	4.027	0.610
F7: Talking to her/himself	4.278	0.613	4.023	0.581
F8: Evaluating thoughts/assumptions	4.161	0.911	3.798	0.893
S1: Behavior-focused strategies	4.068	0.665	3.724	0.589
S2: Natural reward strategies	4.289	0.742	3.978	0.795
S3: Constructive Thought Pattern Strategies	4.121	0.589	3.787	0.637
Self-Leadership Level	4.160	0.601	3.830	0.596

Table 3. Correlation levels between self-leadership skills and job performance

	Behavior-focused strategies	Natural reward strategies	Constructive Thought Pattern Strategies	Self-Leadership	Job Performance
Behavior-focused strategies	1	0.680*	0.795*	0.907*	0.311*
Natural reward strategies		1	0.692*	0.892*	0.314*
Constructive Thought Pattern Strategies			1	0.908*	0.331*
Self-Leadership Level				1	0.353*
Job Performance					1

*p<0.01

Methods

This research is carried out in accredited and non accredited two hospitals in Ankara. The self-leadership scale used in the study is the Self-Leadership Questionnaire consisting of 3 dimensions, 8 sub-scales and 29 items adapted to Turkish by Tabak et al.The survey prepared within the scope of the research was applied to health employees. A total of 332 (109 from accredited 223 from non-accredited) valid questionnaires were obtained from the survey conducted based on the total number of personnel of hospitals.

- Hypothesis 1 (H1): Self-leadership affect job performance of employees in health institutions.
- Hypothesis 2 (H2): Job performance of employees affect performance of health institution
- Hypothesis 3 (H3): Self-leadership affect performance of health institution

Conclusion

Institutional performance elements of the health institutions serving in a dynamic structure are ensured by compliance with internationally accepted standards and carried out with quality and accreditation systems. Many different quality assurance and accreditation systems around World implemented to provide quality in health services under the leadership of the institution. In Türkiye, hospitals are accredited according to the level of compliance to the standards with the programs implemented by TÜSKA. It is becoming increasingly difficult for executives to have a control in all the work and operations of the organization in complex health institutions. Therefore, it is relevant to the performance of the organization and self-leadership skills of the employees with their performance in order to ensure patient safety and quality service delivery. When all the study findings were evaluated as a whole; employees’ self-leadership skills are important in achieving institutional performance goals such as patient safety, efficiency and productivity in complex health institutions. Therefore, encouraging employees in this field and supporting them with the necessary training can be considered as an important parameter in reaching the objectives of the institution.

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