

Training For the Performance of the Medical Staff and Its Role in Developing the Quality of Health Care in Palestine

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Abstract: *The study aimed to identify training for the performance of the medical staff and its role in developing the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates. , and technicians) of 2150 employees, a stratified random sample of 330 employees was selected, the questionnaire was distributed to them, and 302 questionnaires were retrieved, with a rate of 91.5%. One of the most important results of the study was the existence of a statistically significant effect of training on the development of health care quality. One of the most important recommendations of the study was to provide more suitable opportunities to create a climate for the professional growth of employees, and pay more attention to the expansion of programs and training courses that are in line with the requirements of administrative empowerment.*

Keywords: Training, Quality of Health Care, Al-Shifa Medical Complex, Southern Palestinian Governorates, Palestine.

Introduction

The process of empowering the employee means improving his ability to make decisions by himself and without direct supervision from the management, and aims mainly to provide conditions to allow all employees to contribute to the maximum of their energies in the efforts of creativity and continuous improvement, and therefore the term empowerment includes the participation of the decision-making process with other administrative levels, represented by the powers More than just delegation, then the employee also feels responsible for actions outside the boundaries of his job, so that the whole organization operates more responsibly. The concept of training in the health field has received great attention recently, and in order for hospitals and the health sector to be able to develop and face various challenges, and because the health service is one of the services that cannot be postponed, it has become necessary for these hospitals to have a positive attitude towards performing their activities with the required quality, and reducing performance It encourages the process of administrative empowerment of its employees by delegating powers, involving them in decision-making, training them continuously, and increasing their motivation to improve their level of performance (Mohammed et al., 2019).

The health sector is the safety valve to maintain the safety of all users of health services, which requires improving quality as an important means of gaining the trust of beneficiaries of health services, and it is one of the foundations of modern management that contributes to improving work in light of successive challenges and developments (Abu-Nahel et al., 2020) and (Abdulla et al., 2017) Among the most prominent of these developments and challenges is the spread of the new Corona virus, as the World Health Organization declared the spread of the Covid 19 virus and considered it a global and emergency health problem that requires attention and multifaceted strategies, including early detection, isolation and treatment (WHO, 2020).

Based on the foregoing, this study comes in order to identify the role of training in developing the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates.

Problem Statement

Successful management is what creates great interest among employees in their work and jobs, so that they feel as if they own the organization in which they work, and this is what some call “psychological ownership”, and therefore his success is from its success and his failure from its failure (Hewagama et al., 2019).

Health service quality is a set of policies and procedures designed to provide health care services to beneficiaries in a systematic and objective manner that contributes to providing opportunities to improve beneficiary care and solve incidental problems in scientific ways through employees in health institutions who use their skills, experience and health care technologies available to them. In order to ensure the achievement of the best results in a timely manner and at the lowest possible cost, this means that the quality of health service is a method for studying the processes of providing health care services and improving them continuously to meet the needs of beneficiaries (Melo, 2018).

The researchers conducted a telephone interview with (Salamiyeh, 2022), the Director General of Al-Shifa Medical Complex, who confirmed that in light of the volatile conditions and circumstances that the southern Palestinian governorates are going through in terms of economic, political and technological changes, hospitals of all kinds have to keep up with these developments and changes from By adopting modern administrative methods, and among these methods is the sharing of information, which is done by sharing employees with administrative and medical information and providing the necessary training for employees, in addition to providing the employees with active participation in work, providing the necessary material and moral incentives for them, and providing the appropriate and supportive environment for them, and in Finally, adopting these requirements and employing them in government hospitals in the southern Palestinian governorates contributes to achieving high levels of excellence in performance, which is

reflected in the quality of health care provided to the public. Therefore, the success of institutions is the outcome of the performance of its employees, which increases if they obtain a greater area of freedom and the enhancement of confidence and self-control, which is provided by the element of sharing information, and because health services are provided through the human element, whether direct medical or auxiliary and even administrative, it is necessary to enable him to provide this service to the fullest.

Research Questions

Based on the foregoing, the main question of the current study was:

What is the role of training in developing the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates?

The following questions branch out from it:

Q1-: What is the level of training for the medical staff at Al-Shifa Medical Complex in the southern Palestinian governorates?

Q2-: What is the level of quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates?

Q3-: What is the nature of the relationship between the training of the medical staff and the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates?

Q4-: What is the impact of training for the medical staff on developing the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates?

Research Objectives

Based on the established research questions, this study aims to achieve the following objectives:

1. Determining the role of training in developing the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates.
2. Identifying the level of training for the medical staff at Al-Shifa Medical Complex in the southern Palestinian governorates.
3. Detection of the level of health care quality in Al-Shifa Medical Complex in the southern Palestinian governorates.
4. Determining the nature of the relationship between the training of the medical staff and the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates.
5. Determining the impact of training for the medical staff on developing the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates.
6. Provide recommendations to decision-makers in Al-Shifa Medical Complex about the delegation of authority and its reality, and strengthen it with appropriate methods and means.

Research Importance

The importance of the study is shown by the benefit that will be given to:

Scientific (Theoretical) Importance:

1. The current study may benefit researchers and those interested in different fields of science, with a clearer and more realistic vision, and through what the current study will present, it may be a useful reference for researchers about the relationship of training to medical staff in developing the quality of health care in government hospitals in the southern Palestinian governorates.
2. The study may provide a theoretical review of the concepts, characteristics and attributes of training, and therefore the concepts and literature provided by the current study on these topics will contribute to enriching the scientific library with new concepts.

Practical (Applied) Importance:

1. The current study may provide decision makers in government hospitals in the southern Palestinian governorates with a clearer and more realistic vision about their level of training and its role in developing the quality of health care.
2. Work to support and encourage training concepts in healthy government hospitals in Gaza, and develop them in appropriate ways and means.

Research hypothesis

H₀₁: There is a statistically significant relationship at the level of significance ($\alpha \leq 0.05$) between training and the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates.

H₀₂: There is a statistically significant effect at the level of significance ($\alpha \leq 0.05$) for training in developing the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates.

Limitations and Directions for Research

The scope of the study shall be as follows:

1. **Human Limit:** This study will be applied to employees in Al-Shifa Medical Complex in the southern Palestinian governorates (Doctors, Nurses, Administrators, and Technicians).
2. **Objective limits:** The current study was limited to identifying Training for the Performance of the Medical Staff and Its Role in Developing the Quality of Health Care in Palestine.
3. **Spatial Borders:** Palestine - the southern Palestinian governorates.
4. **Time Limits:** This study was implemented in 2023 and therefore represents the reality at this time.

Literature Reviews

Previous studies related to the subject of the study were reviewed, and these studies were obtained with the aim of benefiting from them in the current study.

- Study of (Hamdan et al., 2021) The aim of the research is to identify the reality of the practice of crisis management in light of The Corona Pandemic, and to achieve the research objectives, the researchers used the descriptive and analytical approach using the comprehensive survey method for the total research community, which numbered (110) individuals, while (90) were recovered: That the level of crisis management practice came with a relative weight (75.60%). Among the most important recommendations made by the research: Work to disburse a health risk premium to all workers in health centers, in addition to paying attention to training and building work teams in various fields, including the crisis team.
- Study of (Hamdan et al., 2021) The aim of the research is to identify the reality of the quality of health services in light of the Corona Pandemic, and in order to achieve the research objectives, the researchers used the descriptive and analytical approach using a comprehensive survey method for the total research community, whose number reached (110) individuals, while (90) were recovered: The level of health service quality is of relative weight (76%). Among the most important recommendations made by the research: Work to pay a health risk premium to all workers in health centers, in addition to paying attention to training and building work teams in various fields to improve the quality of health services provided.
- Study of (Zaid et al., 2020) This study aims at investigating the linkage between total quality management (TQM), perceived service quality (PSQ), as well as their impact on the patient satisfaction (PS) and behavior intentions (BIs) among Palestinian healthcare organizations. Drawing on a survey, results clearly indicated that TQM significantly affects PSQ and PS; PSQ positively influence PS and BIs and BIs are influenced positively by PS. Moreover, the positive link between PSQ and BIs is mediated by PS. A final model was developed that shows that both TQM and PSQ directly influence PS and BIs. On the basis of the results of this study, hospital managers are suggested to design management strategies that are more patient-centred and emphasize on technical as well as functional capabilities of the service providers in order to live up to the client's expectations. The noteworthy contributions of this study, to the relevant literature, are the establishment of the direct effect of PSQ on BIs of customers and the confirmation of the mediating effect of PS on the positive link between PSQ and BIs. These findings are deemed significant in strategic planning leading to better customer satisfaction.
- Study of (Arqawi et al., 2020) The aim of the research is to identify the integration of the dimensions of computerized health information systems and their role in improving administrative performance in Dar Al-Shifa Medical Complex. The researchers used the questionnaire method to collect data and the random stratified sample method. A sample of 30 questionnaires was distributed to test the internal consistency, structural honesty and stability of the questionnaire. After verifying the validity and reliability of the test, (220) questionnaires were distributed to the study population and (197) responses were retrieved with the rate of (89.5%). The study found that the field of "equipment and equipment used" is not statistically significant at the level of ($\alpha \leq 0.05$), indicating that the average response rate for this field is not significantly different from the average approval level (3). This means that there is moderate approval by the sample members in this field. The field of "databases used" is statistically significant at the level of significance ($\alpha \leq 0.05$), indicating that the average response to this field has exceeded the average approval level (3). This means that there is considerable approval by the sample Paragraphs of this field. The field of "networks" is statistically significant at the level of significance ($\alpha \leq 0.05$), indicating that the average response to this field has exceeded the degree of intermediate approval which is (3) which means that there is a high degree of approval by the respondents of the field. The field of "senior management support" is not statistically significant at the level of significance ($\alpha \leq 0.05$), indicating that the average response rate for this field is not significantly different from the average approval level (3). This means that there is moderate approval by individuals sample on this field. The results showed a statistically significant relationship between computerized health information systems on improving administrative performance at Dar Al-Shifa Medical Complex - Gaza at a statistical significance level ($\alpha \leq 0.05$). The existence of a statistically significant relationship between equipment and devices used to improve administrative performance in Dar Al-Shifa Medical Complex - Gaza at a statistical significance level ($\alpha \leq 0.05$). A statistically significant relationship to the databases used to improve administrative performance at Dar Al-Shifa Medical Complex-Gaza at a statistical significance level ($\alpha \leq 0.05$). The results also confirmed a relationship between the networks to improve the administrative performance in Dar Al-Shifa Medical Complex-Gaza.
- Study of (Al-Hajjaj & Hassouna, 2019), which aimed to determine the level of administrative empowerment in its dimensions (communication and information sharing, delegation of powers, motivation, work teams, training) among principals of private basic schools in the capital Amman Governorate and its relationship to the job performance of their teachers. The researchers used the method The correlational survey, and the study population consisted of all the teachers of the private basic schools in the capital, Amman, with a total of (14477) male and female teachers, and a random sample of 370 individuals was chosen from them, and their data was collected through a questionnaire. The study showed that the level of administrative empowerment was high, the level of job performance was high, and there is a positive correlation with statistical significance between administrative empowerment and the job performance of teachers.
- Study of (Nnaemek et al., (2019), which aimed to determine the impact of employee empowerment with its dimensions (employee training, employee participation with information, and employee motivation) on the performance of industrial organizations in the Nigerian state of Enugu, and the study adopted the descriptive survey method, and the study population

consisted of all employees in Industrial organizations in the state and their number is 2835 individuals, and a random sample of 351 individuals was chosen, and their data was collected through a questionnaire. The study showed that training has a significant impact on productivity in industrial organizations, and it was also shown that there is a positive relationship between employee compensation and employee performance, and employee participation in decision-making greatly affects employee commitment.

- Study of (Al-Ashkham, 2017), which aimed to determine the role of the staff empowerment strategy in improving the level of health service quality in Al-Zawiya Teaching Hospital. The study adopted the descriptive analytical approach. The study population consisted of all hospital employees. Individuals, and their data was collected through a questionnaire. The study showed that there is a statistically significant effect of the empowerment strategy on the level of health service quality, and the hospital adopts the provision of health service at high quality levels.

The most important thing that distinguishes the current study from previous studies

1. One of the recent studies that dealt with training for the performance of medical staff in government hospitals in the southern Palestinian governorates.
2. The current study linked training to the performance of the medical staff and the quality of health care, and it is one of the recent studies that linked these two areas.
3. The study adopted the descriptive analytical approach to achieve the objectives of the study. It also relied on the questionnaire as a tool for collecting the necessary data, which gives the study a deep and objective dimension.

Conceptual Frameworks

First- Training:

The term refers to the planned efforts in the organization to facilitate the process of employees learning the capabilities necessary for their work, and these capabilities relate to the knowledge, skills, and behaviors necessary to perform the work successfully. Changing their behavior and attitudes, in a positive way, and therefore the worker must be given, after his training, the authority or the opportunity to implement the actual solutions he has reached, or new constructive suggestions in the fields of work in general and in the scope of his work in particular (Al-Hajjaji, 2020).

Secondly- The Quality of Health Care

Service Concept: Services are defined as intangible products that are exchanged directly from the producer to the user, and are not transferred or stored, or are those activities or benefits that are offered for sale or that are offered in connection with a specific commodity, and it is noted from this definition that the American Marketing Association for Services has focused On the characteristics of the service in terms of being intangible, not transferred, not separated from the provider, and the customer's participation in its production (Kasiri et al., 2017).

The Concept of Quality: It is a set of qualities and characteristics that characterize the product or service, which leads to meeting the needs of consumers and customers, whether in terms of product design, manufacturing, or its ability to perform, in order to reach the satisfaction and happiness of these customers (Meesala and Paul, 2018).

The Concept of Service Quality: It represents the difference between customers' expectations of perceived service and actual service (Izadi et al., 2017). Or the ability of a product or service to meet consumer needs (Prentice et al., 2019).

Benefits of Applying Quality Management in the Health Services Sector:

The health sector faces many and great challenges, perhaps foremost of which are the increasing costs in the production of medical services, and the challenges of the quality of these services, especially since these hospitals deal with human health and the factor of life and death. Whereas, TQM achieves optimal use of resources, rationing expenditures, and seeks to achieve integrated quality in operations and service provided to patients and hospital auditors. The most important benefits of applying TQM in health organizations can be summarized as follows (Al-Malhsan, 2018):

1. **Quality Of Care Provided:** The goal of applying total quality management is to achieve high levels of quality in medical care provided by hospitals, optimal use of its material and human resources, rationalization of expenditures and use, evaluation of the quality of productivity represented in health services, and permanent and continuous work to improve the quality of health services.
2. **Customer Satisfaction:** Total Quality Management aims to provide a high-quality health service in line with the aspirations of its beneficiaries, through a process aimed at continuous improvement of quality in line with and exceeding customer expectations.
3. **Raising The Morale Of Employees:** The participation of employees in decision-making is one of the basics of total quality management, as they are considered internal customers that must be satisfied.

Al-Shifa Medical Complex: a medical complex that includes three hospitals, which are Al-Batinah Hospital, the Surgical Hospital, and the Maternity Hospital. It is located in Gaza City, and serves Gaza Governorate in particular and covers the southern Palestinian governorates in general. Its bed capacity is 619 beds, and the number of employees of the complex in all specialties is a total of 1487. Accredited as a training center for the National Training Program.

Human Cadres Working In Government Hospitals at the Ministry Of Health in the Southern Palestinian Governorates

- **Doctors Working In Hospitals:** the number of doctors in the Ministry's hospitals reached a total of 1368 male and female doctors, including 696 specialist doctors. Dr. Abdel Aziz Al Rantisi Specialized Children's Hospital. The average number of doctors in each hospital is 114.
- **Nurses Working In Hospitals:** Nurses constitute 37% of the total number of employees in Ministry of Health hospitals, as the total number of nurses in hospitals affiliated to the Ministry of Health in the governorates of the southern Palestinian governorates until December 2018 is (2042) male and female nurses, and the majority of nurses are campaigners The university degree (Bachelor's) represented 50%, which is a high percentage that reflects the rise in the academic level of nursing.
- **Employees In Laboratories And Blood Banks:** The number of employees in hospital laboratories and blood banks during the year 2018 reached (266) medical analysis specialists and laboratory technicians, of whom (156) are males and (110) are females, distributed according to academic qualification: (2) Ph.D., (36) Masters, (176) Bachelors and (52) Diplomas.
- **Radiology Employees and Technical Specialties:** The total number of employees in the various technical specialties of medical imaging, physiotherapy, anesthesia, audiovisuals and EEG is 350 employees. The category of medical imaging technician ranked first among medical technicians with a percentage of 54%, followed by the category of specialist and physiotherapy technician with a percentage of 22.8%.
- **Employees In Administrative And Financial Affairs:** The total number of employees in the various administrative and financial specializations in the Department of Administrative and Financial Affairs is 1260 employees.

Challenges and obstacles faced by government hospitals in the southern Palestinian governorates:

There are some challenges and obstacles facing government hospitals in the southern Palestinian governorates, including (Palestinian Central Bureau of Statistics, 2018):

1. Shortage of qualified human cadres from the category of doctors with a precise specialization, such as: oncology medicine, intensive care medicine, emergency medicine, and neonatology.
2. Shortage of human cadres in the category of specialized nursing, such as: anesthesia and intensive care nursing.
3. Due to the prevailing economic conditions in the southern Palestinian governorates, the public depends on government health services, so government hospitals suffer from an increase in the number of outpatients, which forces the medical staff to see large numbers of patients during one day, as well as the long wait for patients to pre-book outpatient clinics in some specialties The long waiting time for patients to undergo surgery.
4. The chronic shortage of some types of medicines and medical supplies, which negatively affects the provision of health services.
5. The absence of a clear policy for the optimal disposal of medical waste, despite the existence of some limited experiences in some hospitals.
6. Weakness of the supportive administrative services system such as: (laundry services, cleaning services) despite the Ministry's recourse and adoption of the principle of purchasing services from an external party.
7. Incompleteness of the legislative and legal system related to the principles of responsibility and medical accountability.

Methodology and Procedures:

Study Methodology: In order to achieve the objectives of the study, the analytical descriptive approach was used, through which it attempts to describe the phenomenon under study, analyze its data, and the relationship between its components, the opinions expressed about it, the processes it includes, and the effects it causes.

Data Collection Methods:

1. **Secondary Sources:** The theoretical framework of the study was addressed to the secondary data sources, which are the relevant Arabic and foreign books and references, periodicals, articles, reports, previous research and studies that dealt with the subject of the study, and research and reading on various internet sites.
2. **Primary Sources:** To address the analytical aspects of the subject of the study, primary data collection was resorted to through the questionnaire, a main tool for research, designed specifically for this purpose.

Study Population: The study population is defined as the total group of elements that researchers seek to generalize results related to the phenomenon they are studying (Al-Bahrawy, 2010). Job levels (Doctors, Nurses, Administrators, and Technicians) with a total of 2,150 employees.

The Study Sample:

1. **The Survey Sample:** It consisted of 30 employees, with the aim of codifying the study tool, and verifying its validity for application to the actual sample. They were included in the final analysis of the study, as no modifications were made to the questionnaire.
2. **The Actual Sample:** The sample size was calculated from the following equation (Al-Bahrawy, 2010):

$$n = \left(\frac{Z}{2m} \right)^2 \quad (1)$$

Where:

Z: the standard value corresponding to a known level of significance (eg: Z = 1.96 for a level of significance).

m: Marginal error: It is expressed as a decimal point (eg:)

The sample size is corrected for the case of the final communities from the equation:

$$n_{\text{ Modifier}} = \frac{nN}{N + n - 1} \quad (2)$$

Where N is the size of the population

Using equation (1), we find that the sample size is:

$$n = \left(\frac{1.96}{2 \times 0.05} \right)^2 \cong 384$$

Since the study population is N = 2150, the sample size adjusted using equation (2) is equal to:

$$n_{\text{ Modifier}} = \frac{384 \times 2150}{2150 + 384 - 1} \cong 324$$

Thus, the appropriate sample size in this case is equal to at least 324, and the stratified random sampling method was used, as 330 questionnaires were distributed to the study population, and 302 questionnaires were retrieved, with a rate of 91.5%.

Study Tool: A questionnaire was prepared on "The Role of Training in the Authority, Training the Medical Personnel in Developing the Quality of Health Care - An Applied Study on Al-Shifa Medical Complex in the Southern Palestinian Governorates". It consisted of two parts:

1. The first section: training, and it consists of (6) paragraphs.
2. The second section: It is the level of health care quality, and it consists of (15) items.

A five-point Likert scale was used to measure the respondents' responses to the questionnaire items, as follows:

Table 1 :Five Laker scale degrees

Response	A Very Small Degree Approved	A Few Degrees Agree	Average Compatibility	OK Greatly	A Very Large Degree
Degree	1	2	3	4	5

The Validity Of The Questionnaire: The validity of the questionnaire means that the questionnaire measures what was set to measure it, as it means by validity that "the survey includes all the elements that must be included in the analysis on the one hand, and the clarity of its paragraphs and vocabulary on the other hand, so that it is understandable to everyone who uses it (Al-Salmi, 2012) The validity of the questionnaire was verified in two ways:

1. **The Veracity Of The Opinions Of The Arbitrators "Virtual Honesty":** The questionnaire was presented to a group of arbitrators specialized in business administration, and the researchers made the necessary deletion and modification in light of the proposals submitted, and thus the questionnaire came out in its final form.
2. **Validity Of The Scale:**

First - Internal Validity: Internal consistency honestly means the extent to which each paragraph of the questionnaire is consistent with the field to which this paragraph belongs (Al-Bahrawy, 2010). The researchers calculated the internal consistency of the questionnaire by calculating the correlation coefficients between each of the paragraphs. The fields of the questionnaire and the total score for the same field, and this was done on the survey sample consisting of (30) individuals.

Table 2: Correlation coefficient between each paragraph of the training axis and the total score of the axis

#	Statement	Correlation coefficient	Significance Level
1.	There is a specialized training unit in the hospital.	.911	function at 0.01
2.	The hospital has adequate training facilities.	.860	function at 0.01
3.	The training unit in the hospital develops staff functionally and professionally.	.897	function at 0.01
4.	The hospital sets plans to train and develop its employees according to specific programmes.	.924	function at 0.01
5.	The hospital develops training programs in the light of accurate identification of training needs.	.947	function at 0.01
6.	Hospital staff participate in developing the training plan.	.937	function at 0.01

The previous table shows that the correlation coefficient between each paragraph of the (training) axis and the total score of the axis, which shows that the built correlation coefficients are a function at a significant level (0.05, 0.01), and thus the axis is considered true to what was set to measure it.

Table 3: Correlation coefficient between each paragraph of the health care quality level axis and the total score of the axis

#	Statement	Correlation coefficient	Significance Level
1.	The procedures for obtaining the service are clear in patients.	.858	function at 0.01
2.	The costs of obtaining health services are easy for all patients.	.828	function at 0.01
3.	The hospital administration sets appropriate dates to provide health service to patients.	.900	function at 0.01
4.	There is flexibility in providing hospital health services.	.879	function at 0.01
5.	Hospital employees use modern methods to facilitate the provision of the service.	.849	function at 0.01
6.	The time to obtain a health service is proportional to patient conditions.	.883	function at 0.01
7.	The health service is provided without any complex restrictions.	.917	function at 0.01
8.	Patients get hospital services when they need them.	.858	function at 0.01
9.	There is a speed in the process of obtaining a health service by patients.	.924	function at 0.01
10.	There is a speed in the presence of doctors to provide health services.	.902	function at 0.01
11.	An immediate response to patient inquiries and proposals associated with a health service.	.926	function at 0.01
12.	The hospital administration takes the necessary measures to address any deficiencies in providing the health service.	.908	function at 0.01
13.	An atmosphere of familiarity prevails between patients and hospital staff.	.899	function at 0.01
14.	The hospital administration is constantly evaluating the quality of health service.	.903	function at 0.01
15.	The hospital administration is working to improve the health services provided periodically.	.909	function at 0.01

The previous table shows that the correlation coefficient between each paragraph of the axis (level of health care quality) and the total score of the axis, which shows that the built correlation coefficients are a function at a significant level (0.05, 0.01), and thus the axis is considered true to what was set to measure it.

The Stability Of The Study Tool: The stability of the questionnaire was estimated on the exploratory sample of (30) individuals, using the Cronbach alpha coefficient.

- **Cronbach’s Alpha coefficient:** To verify the stability of the questionnaire, Cronbach’s Alpha coefficient was calculated. The following table shows the Cronbach’s Alpha coefficient for each of the questionnaire axes and the total score of the questionnaire.

Table 4: Cronbach's alpha coefficient for measuring the reliability of a questionnaire

The Hub	Number Of Phrases	Cronbach's Alpha coefficient
Training	6	0.960
Level Of Quality Of Health Care	15	0.978
The Questionnaire As A Whole	21	0.983

It is clear from the previous table that the general reliability coefficient is high, reaching (0.983), and this indicates that the questionnaire has a high degree of stability and can be relied upon in the field application of the study. Study sample members again; Thus, there is reassurance towards the analysis of the questionnaire data.

- **Reliability Coefficient Using The Split-Half Method:** To verify the stability of the questionnaire, the stability was calculated using the Split-Half method, by calculating the correlation coefficient between the scores of the odd statements and the scores of the paired statements, then the length was modified using the Spearman-Brown equation, and the table The following explains it:

Table 5 :The stability of the questionnaire using the split-half method

The Hub	Correlation Coefficient Before Modification	Correlation Coefficient After Adjustment
Training	0.878	0.935
Level Of Quality Of Health Care	0.938	0.968
The Questionnaire As A Whole	0.818	0.900

It is clear from the previous table that the reliability coefficient in the half-term segmentation method was (0.900), and this indicates that the questionnaire has a high degree of stability and can be relied upon in the field application of the study. Study sample members again; Thus, there is reassurance towards the analysis of the questionnaire data.

Normal Distribution Test: The Kolmogorov-Smirnov test (K-S) was used to test whether the data followed a normal distribution or not, and the results were as shown in the following table:

Table 6: showing the results of a normal distribution test

#	The Hub	Test Value	Probability Value (Sig.)
1.	Training	0.077	0.196
2.	Level Of Quality Of Health Care	0.057	0.200

It is clear from the results shown in the previous table that the probability value (Sig.) for all fields of the study was greater than the significance level of 0.05; Thus, the distribution of data for these areas follows the normal distribution, whereby parametric tests are used to analyze the data and test the hypotheses of the study.

Statistical Methods Used:

The questionnaire was downloaded and analyzed through the statistical analysis program (SPSS), and the following statistical tools were used:

1. Frequencies & Percentages: to describe the study sample.
2. The arithmetic mean, relative weight, and standard deviation.
3. Multiple regression test to test the effect of the independent variables on the dependent variable.

Criterion Adopted In the Study:

To interpret the results of the study and judge the response level, the researchers relied on arranging the arithmetic averages at the level of the questionnaire axes and the level of the paragraphs in each axe. The researchers determined the degree of approval according to the test used for the study, as shown in the following table:

Table 7: Criterion used in the study

SMA	Relative Weight	Degree of Approval
From 1 - less than 3.34	From 10% - Less than 33.4%	Low
Greater than 3.34 - Less than 6.67	Greater than 33.4% - Less than 66.7%	Medium
Greater than 6.67 - 10	greater than 66.7% - 100%	High

Data Analysis and Discussion of Results

- **Training:** The arithmetic mean, standard deviation, relative weight, and arrangement were calculated to find out the degree of agreement. The results are in the following table.

Table 8: The arithmetic mean, standard deviation, relative weight, and ranking for each paragraph of the "Training" axis

#	Statement	SMA	Standard Deviation	Relative Weight	Rank	Degree Of Approval
1.	There is a specialized training unit in the hospital.	5.99	0.710	59.9%	3	Medium
2.	The hospital has adequate training facilities.	5.99	0.680	59.9%	2	Medium
3.	The training unit in the hospital develops staff functionally and professionally.	6.03	0.666	60.3%	1	Medium
4.	The hospital sets plans to train and develop its employees according to specific programmes.	5.95	0.708	59.5%	6	Medium
5.	The hospital develops training programs in the light of accurate identification of training needs.	5.98	0.668	59.8%	4	Medium
6.	Hospital staff participate in developing the training plan.	5.96	0.690	59.6%	5	Medium
All Axis Paragraphs Together		5.98	0.626	59.8%	--	Medium

The paragraph that states "The training unit in the hospital works to develop staff functionally and professionally" got the first rank according to the relative weight of 60.3%. The paragraph that states "the hospital sets plans to train and develop its employees according to specific programmes" got the last ranking according to the relative weight of 59.5%. In general, it can be said that the training axis came with a relative weight (59.8%), which is a medium degree of approval. The researchers attribute this result to the fact that the management of Al-Shifa Medical Complex has a realization and awareness of the importance of the training process, through which experiences and skills are transferred to the employees, in addition to refining and encouraging their talents, and therefore the training in the hospital receives sufficient attention due to the advantages and benefits it provides. Determine the training needs of the employees appropriately, in order to provide the health service in the best way.

- **The Level of Health Care Quality:** the arithmetic mean, standard deviation, relative weight, and arrangement were calculated to find out the degree of approval. The results are in the following table:

Table 9: The arithmetic mean, standard deviation, relative weight, and ranking for each paragraph of the "Health Care Quality Level" axis

#	Statement	SMA	Standard Deviation	Relative Weight	Rank	Degree Of Approval
1.	The procedures for obtaining the service are clear in patients.	6.94	1.370	69.4%	10	High

#	Statement	SMA	Standard Deviation	Relative Weight	Rank	Degree Of Approval
2.	The costs of obtaining health services are easy for all patients.	7.06	1.271	70.6%	6	High
3.	The hospital administration sets appropriate dates to provide health service to patients.	7.06	1.307	70.6%	7	High
4.	There is flexibility in providing hospital health services.	7.17	1.306	71.7%	4	High
5.	Hospital employees use modern methods to facilitate the provision of the service.	7.02	1.361	70.2%	8	High
6.	The time to obtain a health service is proportional to patient conditions.	6.81	1.534	68.1%	12	High
7.	The health service is provided without any complex restrictions.	6.85	1.276	68.5%	11	High
8.	Patients get hospital services when they need them.	5.10	0.127	49.5%	15	Medium
9.	There is a speed in the process of obtaining a health service by patients.	6.56	1.266	65.6%	13	Medium
10	There is a speed in the presence of doctors to provide health services.	7.00	1.503	70.0%	9	High
11	An immediate response to patient inquiries and proposals associated with a health service.	7.15	1.276	71.5%	5	High
12	The hospital administration takes the necessary measures to address any deficiencies in providing the health service.	7.50	1.375	75.0%	1	High
13	An atmosphere of familiarity prevails between patients and hospital staff.	7.19	1.467	71.9%	3	High
14	The hospital administration is constantly evaluating the quality of health service.	7.23	1.377	72.3%	2	High
15	The hospital administration is working to improve the health services provided periodically.	5.00	0.138	50.0%	14	Medium
All Axis Paragraphs Together		6.90	1.017	69.0%	--	High

The paragraph stating "The hospital administration shall take the necessary measures to address any shortcomings in the provision of health services" ranked first according to the relative weight of 75%. The paragraph that states "Patients receive hospital services when they need them" ranked last according to the relative weight of 49.5%. In general, it can be said that the health care quality axis came with a relative weight of (69.0%), which is a high degree of approval. The researchers attribute this result to the policy of Al-Shifa Medical Complex, which it adopts in developing the quality of health care services provided, by providing the mechanisms, procedures and strategy necessary to develop the quality of service provided. The hospital administration also provides training courses and workshops that contribute to the development of health care quality. And the equipment necessary to develop the quality of service provided to patients inside the hospital.

Hypotheses Test

Ho1: There is a statistically significant relationship at the level of significance ($\alpha \leq 0.05$) between training and the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates.

Table 10: Correlation coefficient between leadership empowerment, medical staff training, and health care quality

The Hub	Pearson Correlation Coefficient	Probability Value (Sig.)
Training	.467**	.000

The table shows the following: The correlation coefficient between training and health care quality is equal to (.467) and its probability value is (.000), which is less than (0.05). Thus, there is a relationship between training and health care quality. That is, the more training in Al-Shifa Medical Complex, the higher the quality of health care.

Ho2: There is a statistically significant effect at the level of significance ($\alpha \leq 0.05$) for training in developing the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates.

The multiple regression model was used to test the effect of the independent variable training on the dependent variable (health care quality), and to find an equation linking them.

Table 11: Shows the effect of the independent variable on the dependent variable

Variable	Coefficient Value	T Value	Probability Value	F-Test Value Of The Model	R2 Of The Form
Fixed Amount	-0.045	-0.414	0.679//	172.094	0.701

Training	0.128	3.357	0.001**		
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* The probability value is a statistical function ($\alpha \leq 0.05$)

Through the previous table, the "stepwise" method was used to find the best equation for the multiple regression line, and it was found that training significantly affects (the quality of health care) according to the "stepwise" method, as it was noted that the probability value is less than the significance level of 0.05. The table shows the value of (F-test), as it is noted that it is statistically significant, which indicates what confirms the explanatory power of the multiple linear regression model from the statistical point of view.

Conclusions

The following Results and recommendations were reached:

- There is a statistically significant relationship at the level ($\alpha \leq 0.05$) between the training of the medical staff and the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates.
- There is a statistically significant effect at the level ($\alpha \leq 0.05$) for the training of the medical staff in developing the quality of health care in Al-Shifa Medical Complex in the southern Palestinian governorates.
- The level of training came with a relative weight (59.8%) and a high degree.
- The level of health care quality in Al-Shifa Medical Complex in the southern Palestinian governorates was high with a relative weight of (69.0%).

Recommendations

- The need to provide clear evidence about quality policies and objectives in hospitals.
- The need to pay attention to measuring patients' satisfaction levels, and to set up a box for patients' complaints and suggestions, and what are their suggestions and point of view for the service provided to them.
- Providing more suitable opportunities to create a climate for professional growth for employees, and paying more attention to the expansion of programs and training courses that are in line with the requirements of administrative empowerment.

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