



Research on the Dilemma and Countermeasures Faced by the Construction of Discipline Team from the Perspective of Public Hospital Reform

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Abstract: The reform of public hospitals is an important topic in the current medical field, and the construction of discipline team plays a vital role in it, and the current construction of discipline team is facing many difficulties in the reform of public hospitals, such as insufficient structure and quantity of talent team, imperfect training mechanism of discipline team, unscientific assessment and evaluation system, and insufficient interdisciplinary integration.

Keywords: public hospital reform, discipline team building, dilemmas and solutions

1. Introduction

As the main provider of medical services, the reform and development of public hospitals is related to the health and well-being of the general public and social stability [1]. In the process of public hospital reform, as an important part of the overall strength and core competitiveness of hospitals, the role and significance of discipline team construction in hospital reform are becoming increasingly prominent. As an important part of the medical and health system, public hospitals undertake multiple functions such as medical treatment, medical research, and personnel training. With the increasing demand for medical services and the continuous progress of medical technology, public hospitals are facing many challenges and pressures, such as the increasingly acute contradiction between doctors and patients, the uneven distribution of medical resources, and the difficulty in ensuring medical quality and safety. As an important part of the reform of public hospitals, the construction of discipline team is of great significance for improving the discipline strength of hospitals, improving the level of medical services, and promoting the reform and development of hospitals. Based on this, this paper deeply analyzes the dilemma faced by the construction of discipline team in the reform of public hospitals, discusses effective countermeasures and measures, and provides scientific theoretical support and practical guidance for the reform and development of public hospitals.

2. The role of discipline team building in the reform of public hospitals

2.1 Improve the quality and level of medical services

Improving the quality and level of medical services is crucial to the development of public hospitals, because the quality and level of medical services are directly related to the life and health of patients and the reputation of hospitals [2]. First of all, the construction of discipline team can improve the professional quality and technical level of medical staff. By strengthening the construction of the discipline team, the hospital can attract more high-level medical talents to join, improve the overall professional level of the hospital, medical staff not only have rich clinical experience, but also master the latest medical technology and treatment methods, to provide patients with more professional and efficient medical services. Secondly, the construction of discipline team is helpful to optimize the allocation and utilization of medical resources. The construction of discipline team not only involves the professionalism of medical staff, but also includes the collaboration and cooperation between various disciplines within the hospital. By building a good discipline team, the hospital can achieve good cooperation among medical staff, optimize the allocation and utilization of medical resources, and improve the work efficiency and service level of the hospital. Finally, the construction of the discipline team promotes the scientific research and academic exchanges of the hospital. Excellent discipline teams usually actively participate in medical research and academic exchange activities to continuously improve their academic level and scientific research capabilities. Through scientific research and academic exchanges, the hospital can absorb the latest medical research results, update medical technology and treatment methods in a timely manner, and improve the medical level and service quality of the hospital.

2.2 Promote scientific research and innovation in hospitals

Hospital scientific research and innovation is an indispensable part of the medical field, which is of great significance to improve the discipline level of the hospital and enhance the core competitiveness of the hospital. First of all, the excellent discipline

team is the main force of scientific research and innovation in the hospital. The discipline team with rich scientific research experience and professional knowledge can carry out cutting-edge and leading scientific research projects, constantly explore new knowledge, new technologies and new methods in the medical field, solve problems in the medical field through clinical practice and scientific research experiments, and promote the progress and innovation of medical scientific research. Secondly, the construction of discipline teams is conducive to cultivating and attracting more scientific research talents. Through the construction of excellent discipline teams, hospitals can provide a good scientific research platform and environment for scientific research talents, stimulate their enthusiasm for scientific research and innovation consciousness, and promote the continuous development of medical research. Finally, the construction of discipline teams can promote interdisciplinary and cross-border cooperation, and promote the transformation and application of scientific research achievements. Under the leadership of excellent discipline teams, more in-depth cooperation and exchanges can be carried out between different disciplines, promote cross-integration between disciplines, and form a situation of multidisciplinary collaborative innovation, which will help the transformation and application of scientific research achievements, promote the transformation of medical research achievements into clinical practice, and provide patients with more effective treatment options.

3. Analysis of the dilemma of discipline team building

3.1 The structure and quantity of the talent team are insufficient

The insufficient structure and number of talents are mainly manifested in the unreasonable talent structure, incomplete discipline coverage, and insufficient number of talents within the hospital [3]. First of all, in some public hospitals, medical staff are generally concentrated in clinical departments, while non-clinical departments are relatively scarce, resulting in an imbalance in the structure of the discipline team within the hospital, which seriously affects the discipline construction and medical service quality of the hospital. Secondly, in some public hospitals, the discipline coverage is narrow, mainly concentrated in the field of clinical medicine, while the development of other disciplines such as public health, medical engineering, information technology and other disciplines is relatively lagging behind, and the overall discipline strength of the hospital is insufficient, which affects the comprehensive service ability and competitiveness of the hospital. Finally, due to the limited medical resources and imperfect incentive mechanism, the number of discipline talents in public hospitals is insufficient, which not only affects the discipline construction and medical service level of hospitals, but also restricts the development of scientific research and innovation capabilities of hospitals, and affects the overall development of hospitals.

3.2 The training mechanism of the discipline team is not perfect

The imperfect training mechanism of discipline team is mainly manifested in the lack of systematic discipline talent training plan, the lack of effective incentive mechanism, and the lack of training resources in the hospital [4]. First of all, there is a lack of systematic discipline talent training programs within the hospital. In some public hospitals, there is a lack of training plans and systematic training mechanisms for discipline talents. Secondly, due to the limited medical resources and unfair remuneration, the incentive mechanism in public hospitals is not perfect, the discipline talents lack a sense of acquisition and belonging, and the enthusiasm of the discipline team construction is not high, which affects the discipline construction and medical service level of the hospital.

3.3 Insufficient interdisciplinary integration

The lack of interdisciplinary integration is mainly manifested in the lack of effective cross-cooperation and integration between different disciplines in public hospitals, which leads to the singleness and limitations of discipline development. First of all, in some hospitals, different disciplines often work independently, lack effective communication and cooperation mechanisms, and lack of cross-integration between disciplines, which restricts the improvement of the overall discipline level of hospitals and the innovative development of medical research. Secondly, the lack of interdisciplinary integration leads to the limitations of medical research. Medical research often requires multidisciplinary collaboration and cross-integration in order to achieve breakthrough results in solving complex medical problems and promoting medical progress.

4. Analysis of countermeasures to strengthen the construction of discipline team from the perspective of public hospital reform

4.1 Adjust the talent structure, expand the coverage of disciplines, and strengthen the construction of talent team

In terms of strengthening the construction of discipline teams from the perspective of public hospital reform, it is

important to adjust the talent structure, expand the coverage of disciplines, and strengthen the construction of talent teams, which can effectively solve the difficulties in the construction of discipline teams and improve the discipline level and comprehensive service capabilities of hospitals [5]. First, adjust the talent structure. Public hospitals need to reasonably adjust the structure of medical staff according to the actual situation, increase the allocation of discipline talents in non-clinical departments, ensure the balance and rationality of the discipline team structure, effectively solve the problem of unreasonable discipline team structure, and improve the overall discipline level of hospitals. Second, expand the coverage of disciplines. It is necessary to actively introduce and cultivate talents in emerging disciplines and expand the discipline coverage of hospitals, such as public health, medical engineering, information technology and other fields. By increasing the coverage of emerging disciplines, the discipline structure of the hospital is enriched, and the comprehensive service capacity of the hospital is improved. Third, strengthen the construction of talent teams. Increase the training and introduction of discipline talents, establish a sound discipline talent training plan and systematic training mechanism, and improve the overall level and competitiveness of discipline talents by strengthening the construction of talent teams, and promote the discipline construction and medical service level of hospitals.

4.2 Establish a sound discipline talent training plan and systematic training mechanism

In terms of strengthening the construction of discipline teams from the perspective of public hospital reform, a sound discipline talent training plan and systematic training mechanism can effectively improve the overall level and competitiveness of discipline talents, and promote the discipline construction and medical service level of hospitals. On the one hand, establish a sound discipline talent training plan. According to the development strategy of the hospital and the needs of discipline construction, formulate a detailed discipline talent training plan, including training objectives, training content, training methods and evaluation standards, etc., to ensure the systematization and comprehensiveness of discipline talent training, such as formulating specific training paths and curriculum systems for different disciplines, providing professional academic guidance and tutor support, as well as practical opportunities and scientific research project support.

On the other hand, a systematic training mechanism should be established, including the establishment of a complete training system from students to faculty members, so as to realize the multi-level and all-round training of students, doctoral students, postdoctoral fellows, young teachers, and young and middle-aged teachers. First, develop a multi-level training plan: according to the needs of discipline talent training at different stages, formulate targeted training plans, such as providing professional courses and internship opportunities for students; For doctoral students, we can provide scientific research projects and supervisors; For young teachers, teaching and research support can be provided. Second, establish a mentor system: set up a special tutor team to provide personalized academic guidance and career development guidance for subject talents, and tutors should have rich subject experience and teaching ability to guide students to carry out scientific research projects and write papers. Third, provide practical and scientific research support: provide practical opportunities and scientific research project support for discipline talents, so that they can continuously accumulate experience in practice and improve their scientific research capabilities.

4.3 Pay attention to interdisciplinary integration and establish interdisciplinary cooperation mechanisms and exchange platforms

In the construction of discipline teams from the perspective of strengthening the reform of public hospitals, it is important to pay attention to interdisciplinary integration and establish interdisciplinary cooperation mechanisms and exchange platforms, which can effectively promote the exchange and cooperation between different disciplines, and promote the development of disciplines and the improvement of medical services in hospitals [6]. First, pay attention to interdisciplinary integration, in the field of medical research, the need for clinical medicine, basic medicine, public health, medical engineering and other disciplines of cross-integration, in order to achieve innovative results, public hospitals must pay attention to interdisciplinary cooperation, break disciplinary barriers, to achieve the organic combination of disciplines. Second, establish an interdisciplinary cooperation mechanism. Establish an interdisciplinary cooperation mechanism to promote exchanges and cooperation between different disciplines.

5. Conclusion

Strengthening the construction of subject teams in the perspective of public hospital reform is a key link in improving the level of medical services and promoting medical progress. By adjusting the talent structure, expanding the coverage of disciplines, establishing a sound training mechanism, and emphasizing interdisciplinary integration, public hospitals can establish a stronger disciplinary team, improve the overall disciplinary level and comprehensive service capabilities of the hospital, lay a solid foundation for the long-term development of the hospital and the health and well-being of patients, and

help the medical industry continuously reach new heights.

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