

Abstract:

Introduction: Human resources in the health sector play an important and significant role in determining the effectiveness, quality and cost of providing health services and care. Therefore, estimating the required human resources and their proportion to their workload and activity in the health sector is of particular importance. In other words, improving the performance and increasing the efficiency of the health system in delivering health care in relation to human resource estimation is needed. Since health houses as the first point of contact of rural people with the health system play an important role in improving the health status of these areas, this study aimed to evaluate the suitability of Behvarz's human resources and workload in health houses of medical universities. Sabzevar and Kerman were done in 2019 year.

Materials and Methods: in this study using the method of workload indices for manpower required, available work time, activity standards, number of repetitions of each activity per year, standard workload, extraordinary activities, initial required labor, we calculated and calculated the final required force. Purposeful sampling was performed from the health centers of Sabzevar and Kerman University of Medical Sciences, and health practitioners with 5 to 25 years of work experience were studied and the main processes related to timing and determination the activities were standardized under the supervision of a Behvarzian school instructor. Finally, the Jam data The collected data were imported into Excel software and analyzed.

Results: A total of 20 health homes from each university entered the quantitative phase. The calculated working time available including holidays and vacations was 93,000 minutes for each brewer throughout the year. The basic needs of the Behvarz manpower were estimated to be 1.73 Behvarz with a population of 1,200, according to the Health System Development Plan guidelines. Also, the coefficient of allowance activity for each Behvarz was 1.56. Finally, the estimated final Behvarz were estimated to be 2.69 according to the health system transformation plan. In addition, the estimation of Behvarz final requirements for health homes of Kerman University of Medical Sciences an average was 1.74 with range of 1.61 and 3.21 for Behvarz and for Sabzevar University of Medical Sciences with an average of 1.6 and range was 1.34 and 2.81.

Discussion & Conclusion: The results of the study show the shortage of human resources in all health centers studied in Kerman and Sabzevar Universities of Medical Sciences. The results also show that many of the activities carried out by health workers are related to allowance factors that are unrelated to the size of the population. Therefore, in managing health houses, the first level of people's contact with the health care delivery system in the villages is paying attention to the size and type of activities of the Behvarzes can affect the level of quality of services provided.

Keywords: Manpower, Behvarz, Health House, Workforce Indicators Required



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**Study of human resources and workload proportionateness in health houses
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workload indicators for staffing needs (WISN) method in 2019**

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