Research on the Current Situation and Countermeasures of Scientific Research Management in Medical Institutions under the Mode of Medical, Teaching and Research Integration

Yue Ming, Ting Liu, Xingjiang Li*

Qiqihar Medical University, Qiqihar, Heilongjiang, 161000, China

*corresponding author

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Abstract: Scientific research is an important driving force for the development and progress of hospitals. The level of medical scientific research and the resulting transformation and utilization of scientific research results, and the application of new technologies and new businesses have become the core competitiveness of hospitals, which are increasingly being valued by hospital administrators today. The level of medical scientific research management determines the level and extent of the hospital's scientific research work, and it occupies an important position in the entire hospital management. The level of medical development in our district is relatively lagging, medical institutions and medical personnel have relatively weak scientific research awareness and lack of scientific research capabilities. The scientific research management capabilities need to be strengthened. The article talks about how to do a good job in hospital scientific research management.

1. Introduction

Scientific research plays an important role in improving the level of medical technology, promoting the growth of talents and discipline construction, and improving the academic status of hospitals in the industry. First of all, hospital leaders should attach great importance to medical scientific research work, take scientific research work as an important task in the hospital work, and personally implement scientific research work, strengthen the publicity and education of the importance of scientific research work throughout the hospital, so that everyone knows, is deeply rooted, and establishes " The idea of "prospering the hospital with science and technology" corrects the misunderstanding that the front-line medical staff value clinical business, despise scientific research, and believe that scientific research is unnecessary. Through the establishment and improvement of various management systems, everyone is motivated to carry out scientific research; secondly, the establishment of scientific research the academic management committee is composed of leaders and senior experts in various disciplines. It is responsible for the guidance of the research projects of the whole institute, such as demonstration, screening, declaration, project approval, and achievement appraisal, and awards. It supervises and inspects the progress of scientific research projects and guides the process of solving scientific research. Difficulties and problems encountered. The scientific research management department and personnel are responsible for the organization and implementation of specific scientific research work; thirdly, the department is the main department to carry out scientific research work, and the leaders of the department should pay attention to scientific research work, take the lead in developing and guiding scientific research projects of the department, and integrate scientific research projects, papers, results and medical services. , Teaching, department management, etc. are included in the department indicators for assessment, and promote the overall development of the department. Department leaders should also pay attention to the sharing of scientific research results, and drive and inspire department staff to actively engage in scientific research.

2. Current Status of Scientific Research Management in Medical Institutions

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After the integration of medical, teaching and research, most teachers are classified into relevant clinical departments and medical jobs according to their professional direction. The hospital will coordinate and manage the medical work of teachers. On the premise of completing the clinical tasks, it is not easy to ensure the routine teaching work, and the preparation of lessons can only use the spare time in the clinic. Although teachers' enthusiasm for project application is still very high, due to the heavy clinical and teaching work, the quality of project application has declined and the number has also decreased. Teachers don't really have much time for scientific research, and most of them are done by graduate students. Young teachers have no time to consider scientific research. The phenomenon of emphasizing medical care, neglecting teaching, and neglecting scientific research is more prominent. They have weak scientific research awareness, insufficient scientific research capabilities, and lack of systematic scientific research knowledge training, which ultimately leads to many subjects not being able to be on time within the prescribed research period. At the conclusion of the question, the phenomenon of postponement is relatively common, which affects the promotion of teachers' professional titles and hinders their own development. However, in scientific research management, the college did not take effective measures against this situation and did not fully realize the particularity of clinical teachers' work.

The clinical medical school teachers have been working in the hospital for a long time. The hospital lacks a good scientific research atmosphere. The scientific research projects are mostly based on clinical case studies, and there are few basic experiments on the order of laboratory. Affected by the general environment of the hospital, the scientific research ability and level of teachers are decreasing year by year, and the enthusiasm for scientific research is also lacking. In addition to long-term and high-intensity clinical work, there is almost “zero contact” and “zero exchange” with full-time scientific research personnel. There is also a lack of effective communication mechanisms between disciplines and between colleges and colleges, so that many teachers are empty The scientific research plan is difficult to implement after the project is approved, or there are many difficulties in the implementation of the project, and there is a lack of practical and effective solutions, which ultimately makes the scientific research project difficult to proceed and cannot be completed. In scientific research management, the college focuses on the pre-management of scientific research projects, attaches importance to the application and approval of scientific research projects, and often does not pay enough attention to the progress of scientific research projects after the establishment of the project; On the other hand, it fails to build well for teachers. Communication platform to create opportunities for communication with other colleges. To a certain extent, this led to the occurrence of project delays, difficulties in progress, and hasty conclusions.

Compared with full-time university teachers who teach on campus, clinical medical school teachers have insufficient investment in scientific research on the premise of completing clinical medical work and daily teaching work. Although the school has issued corresponding scientific and technological incentives, the incentive effect is not obvious. Most teachers apply for scientific research projects and publish papers only for the promotion of professional titles. After the topic is completed, the results are mainly published in academic papers. Few applications for invention patents, because applying for patents and scientific and technological awards requires a lot of personnel and time And energy. In scientific research management, often only pay attention to the achievement of scientific research results. For the objective difficulties encountered by teachers in the process, there is a lack of strong support and encouragement measures, resulting in a large number of scientific research projects, but the real achievement transformation is rare, and it is difficult to transform the laboratory. The research results of the company are truly popularized and applied for medical services.

3. Research on the Improvement of Scientific Research Management Mode

First, improve the professional level of scientific research managers. As a secondary college, it should be equipped with a full-time research secretary, encourage research secretary to actively participate in business training, and give full play to the management function of research secretary.

The scientific research secretary should strengthen business learning, improve coordination and social skills, enhance information operation and processing capabilities, improve work efficiency, adapt to the development of the situation, and actively strengthen the contact with the college's research dean, the school's science and technology department, and the college's teachers to become a college the link of scientific research activities. In the work, be familiar with the project declaration management methods, familiar with the progress of the college teachers' projects, and be familiar with every aspect of scientific research management, provide teachers with more accurate scientific research guidance, and effectively save teachers' time. This improves the management ability of scientific research secretaries. High demands. Secondly, use scientific research management system to make scientific research management information. At present, the scientific research administrative departments of universities have scientific research management systems, and the scientific research management methods of secondary colleges are still relatively primitive. However, the school-level scientific research management system cannot fully meet the scientific research management needs of the secondary colleges. Its management system has a huge amount of information and it is extremely inconvenient to retrieve it for the college. ③ Therefore, secondary colleges should use their own scientific research management system to enter the personal information of college teachers and scientific research subject information into the system to facilitate the statistics and search of scientific research information, enhance the timeliness and applicability of scientific research management; introduce interactive Scientific research information management system to realize the sharing of scientific and technological resources; to complete scientific research information release and online review of scientific research projects through the information system, reducing meetings. Information management not only facilitates teachers, saves time, but also greatly improves management efficiency.

In the management of scientific research projects, every aspect is very important. In view of the heavy clinical and teaching tasks of teachers in the clinical medical school, insufficient attention to projects, and irrational professional structure of researchers, the school should further standardize and strengthen the process management of research projects in research that lead to low quality of project completion and serious delays. , The scientific research secretary should also change the concept, cooperate with the leadership of the institute and the science and technology department to do a good job in the middle and late management of scientific research projects. For example, conduct mid-term inspections of the implementation of research projects. The college has set up an inspection team composed of the head of the clinical research center and experts in related disciplines. Take the form of experts listening to the project leader's "project implementation status report", and check against the project mission statement. Affirm the projects with strong innovation, great research value and good completion status, and encourage the application of high-level topics; for the projects that are lagging behind in research progress and are expected to be difficult to complete on time, they will put forward targeted rectification opinions. The person in charge of the discipline and teaching and research section shall play a guiding and coordinating role, cooperate with the work of the college, and ensure the smooth completion of the project contract.

In the process of secondary management of the college, the role of the academic community with subject leaders and key teachers as the main body is fully brought into play, and information exchange and cooperation between research groups are strengthened through coordination and communication of college-level scientific research management. At the same time, a cooperative system should also be established between colleges. Taking medical schools as an example, the clinical medical schools and the schools of pharmacy are responsible for personnel training, scientific research, and subject construction. It is very important to exchange information between the schools and strengthen exchanges and cooperation between the two sides. Clinical medicine teachers have limitations in the knowledge structure of modern experimental research. They must actively use the scientific and technological resources of the School of Pharmacy; the School of Pharmacy must integrate the key scientific problems that need to be solved in clinical management, so that drug research can focus on medical and clinical problems and achieve close medicine. Combine. Use the resources of the clinical medical school to form a scientific and technological

innovation team around dominant diseases, and achieve breakthroughs in major scientific research projects and scientific and technological achievements. Various forms of academic exchange activities are held between the colleges from time to time, and experts are invited to give academic lectures; teacher information is exchanged to build a bridge of interaction and cooperation. In view of the problems that may arise during the cooperation process, such as the ownership of results, scientific research management should be resolved in practice, and relevant policies should be formulated to ensure the integration of medicine.

4. Conclusion

Scientific research managers must be competent for their jobs, and they must constantly train and improve their own quality. First, we must firmly establish the idea of actively serving the first line of clinical services, be dedicated to work, and be willing to contribute; second, we must strengthen learning, master scientific research management expertise, and be familiar with project declaration, achievement appraisal, patent declaration, and achievement transformation And other management processes, understand and grasp the characteristics and difficulties of national and autonomous region science and technology regulations, policies, and various science and technology plan declarations, and help scientific researchers complete all stages of scientific research projects; third, they have good organization, coordination and communication skills, and are good at Handle the relationship between management departments, cooperative units, research departments, scientific researchers and other aspects in scientific research activities, find and solve problems in time, and play the role of “lubricant”; fourth, master the processing and utilization of medical information resources, and learn medicine The research literature retrieval method provides useful information for scientific researchers in time.

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