Abstract

This study aimed to establish the role played by leadership style in the integration of health management information systems (IHMIS). An integrated HMIS is a software solution that spans the range of business processes that enables organizations to gain a holistic view of the business enterprise (Alvarez, 2007). An IHMIS supports the different levels of healthcare in terms of information exchange and flow, and the integration of business functions as diverse as patient care, accounting, finance, human resources, operations, sales, marketing, patient information and even the supply chain. Three approaches of leadership styles were tested to see how they influence integration of HMIS; i) Lassiez-faire ii) Transactional and iii) Transformational. A mixed method research design was used. A sample size of 288 respondents stratified in three levels of healthcare (tier 1, 2, and 3) were purposively selected to participate in this study. The respondents included the in-charges, health records and information officers and sub-county and county health management teams members. A questionnaire and a key informant interview guide were used to collect primary data. The
questionnaire was analyzed using SPSS and the Key Informant Interview using content analysis. The selection and appropriateness of leadership styles are significant factors for assuring organization success. Good execution of leadership transpires through the availability and access to information during decision making. The information system in an organization is dependent on the leadership behavior on decision making authority in groups. To a great extent Laissez-faire leadership style was found to dominate in the health sector in Kenya, with a few managers practicing Transactional Leadership Style. Laissez-faire leadership style was however found to have a negative and none significant effect in the integration of HMIS, (r=.121, P=.060), this type of leadership plays the role of fragmenting the information systems. Transactional leadership style was moderately significant (r=478**, P=.000), its role was in between fragmenting HMIS and Integrating them at the same time. Transformational leadership style was quite significant in the integration of HMIS (r=.765**, P=.000), this type of leadership style portrayed a positive and significant role in integrating HMIS. The study therefore recommends that healthcare managers should embrace the leadership style that fully encourages team work, because this kind of a leadership style automatically leads to integration of HMIS.

References


Index Terms

Computer Science

Information Systems

Keywords

Integrated Health Management Information Systems (IHMIS), Laisse-Faire Leadership Style, Transactional Leadership Style, Transformational Leadership Style, Teamwork