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Motivations, difficulties and recommendations of physicians to be physician-managers

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Purpose This is a research on the organizational and competitive re-conduction intended to check the reasons, difficulties and recommendations that have led some physicians move to the management field, as well as to find out whether there are any differences related to: reasons, difficulties, recommendations, tasks, knowledge, abilities, satisfaction and dissatisfaction factors among the different hierarchical levels of the professionals inquired.

The paper, related to the development of capacities in the field of managing health insurance companies, inquires the reasons that have made physicians become executive-physicians and intends to find out the difficulties that such physicians have faced in this new field.

Methods The study started from a substantive hypothesis on the experience of physicians' professional life that have tried a personal-technical transformation and, through their reports, might give some hints to simplify the way of others that need to take the same road. The research was based on biographical data and also on the History of Professional Life and were collected by questioning and interviewing many executive-physicians of several institutions (Hospitals, Laboratories and Health Insurance companies).

Results and Conclusions The results have shown that there are many more doubts to be investigated than was supposed when the study was first planned but, on the other hand, it also provided very interesting results that can be interpreted as a perception that the medical class, especially the executive-physicians, possess a very high professional and social level of awareness.