

ABSTRACT

The aim of the research is to study the level to which healthcare managers from public and private sectors are 'equipped' to deal effectively with change. It appears that change is the only constant feature in this current work surrounding especially in this evolving healthcare highly charged competitive business environment. The handling and bearing of the uncertainty occurring with changes is an important factor to be managed professionally. Having said that, the healthcare managers play important roles in this regard. To cope with the changes, it is strongly influenced by the psychological predisposition of the individual experiencing the change. The researcher have compared public healthcare managers and private healthcare managers on four personality traits (locus of control, proactive personality, tolerance of ambiguity and self efficacy) and on cognitive styles (knowing, planning and creating styles). Private healthcare managers (n=30) scored significantly higher on all traits than the public healthcare managers (n=30). The public healthcare managers scored significantly higher on knowing and planning style compared to the private healthcare managers. For the creating style, private healthcare managers scored significantly higher than the public healthcare managers. In regard to the study, the researcher hopes to increase the knowledge pertaining the involvement of certain characteristics in the organizational process and to show a better view to enhance the quality of healthcare managers