Title: Study of improvement reasons of neonatal mortality by need assessment and Delphi fan in East Azerbaijan in 1384

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Abstract: Nowadays, human resources are the most valuable factors of production and are the most important assets and human ability producer of any organization. Human resource management includes all of management decisions and actions that affect on the nature of the relationship between the organization and its employees or human resources. Therefore, human resources are important in the management of the organization. Assessment of a company with need can be identified via different methods. But generally need is described as gap between what currently exists and what is required in the future. Training need assessment is vital and important activity for the training and performance improvement of managers and employees.

Study method:
In this descriptive and qualitative study, index of neonatal mortality rate in health homes were compared in 1382 and 1383. Delphi method was used to find effective reasons for improvement of index. Open question of “In your opinion, what are the causes of neonatal mortality reduction?” was designed. Then, this question was sent to experts' pediatrics' gynecologist and specialists. Their comments were entered to excel software and were analyzed to figure out the effective reasons for reduction of neonatal mortality rate index.

Results: According to experts, the most effective reasons in reduction of neonatal mortality rate were appropriate care during pregnancy with 10.6%. Staff training, as the second reason, was with 9.1% and maternal education with 6.8% was third reason among the declared effective reasons.

Conclusion: Use of assessment tools and techniques can easily provide the planners and executors with experts and specialists people’s points of view.