

Chapter 1

Greener Hospital Future in the Horn of Africa by Transactional Leadership: Outcome on Altruism Through Adaptability

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ABSTRACT

This study examines the connections between altruism, adaptability, and transactional leadership in healthcare organizations, emphasizing the mediating function of adaptability. Three hundred ninety medical professionals' data were gathered, and AMOS software was used for structural equation modeling (SEM) analysis. The results show that both adaptability and altruism are greatly increased by transactional leadership, with adaptability serving as a key mediating factor in this relationship. A flexible workforce encourages employees to behave philanthropically, which is facilitated by effective transactional leadership. The findings highlight how crucial it is to foster a positive company culture in order to enhance collaboration and patient care. These benefits can also be increased by including transformational leadership components. By demonstrating how organized leadership affects pro-social behaviors, this study advances the knowledge of leadership dynamics and provides useful tactics for healthcare executives. It is recommended that future studies examine the contextual elements influence.

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INTRODUCTION

Global awareness of the pressing need for sustainable healthcare practices has grown, especially in areas where environmental degradation and health problems coexist, such as the Horn of Africa (Sijm-Eeken *et al.*, 2023). Leadership plays a crucial role as hospitals work to operate more sustainably. Structured interactions and goal-oriented methods are hallmarks of transactional leadership, which has the power to greatly impact company performance and promote an altruistic culture. Adaptability becomes a crucial element in this situation, allowing healthcare facilities to prioritize patient care while successfully addressing environmental concerns (Łukasik & Porębska, 2022). Early 20th-century management theories, particularly Maslow's hierarchy of needs and Herzberg's motivation-hygiene theory are the origin of the idea of transactional leadership (Ihensekien & Joel, 2023). These frameworks stress the value of explicit goals and incentives, which might encourage medical staff to use more environmentally friendly procedures. Empirical research has demonstrated that altruistic actions motivated by capable leadership can result in better team dynamics and better organizational performance (Sharma & Zahoor, 2024). According to studies, when managers place a high priority on environmental sustainability, staff members are more likely to act in ways that support the hospital's green activities as a whole (Arega & Sharma, 2024).

Practical difficulties nevertheless exist despite the encouraging findings from the body of extant work. Inadequate infrastructure, a lack of training on sustainable methods, and funding limitations plague many hospitals in the Horn of Africa. Furthermore, nothing is known about how adaptability and transactional leadership interact to promote generosity. More context-specific studies that tackle regional issues and emphasize successful leadership techniques catered to the distinct socioeconomic environment of the Horn of Africa are among the research needs (Arega & Sharma, 2024). By offering a thorough examination of how transactional leadership may foster an altruistic culture in hospitals through flexibility, this chapter seeks to close these gaps. It will provide insightful information for future scholars and policymakers by emphasizing real-world case studies and actual implementations. ***“How can transactional leadership facilitate altruistic behavior and adaptability in hospitals in the Horn of Africa to promote sustainable healthcare practices?”*** is the main question driving this research. Answering this question is essential to creating policies that improve hospital performance and help communities around the area have healthier, greener futures.

BACKGROUND OF THE STUDY

Implementing sustainable healthcare practices is made more difficult by the particular difficulties faced by the Horn of Africa, which includes nations like Ethiopia, Somalia, Djibouti, and Eritrea (Kinsella *et al.*, 2024). Adopting greener operating solutions is essential since healthcare systems are under stress due to persistent wars, rapid urbanization, and population growth. Hospitals in this area frequently face resource constraints, poor infrastructure, and a lack of staff training programs, despite the pressing need for environmental sustainability (Vallée, 2024). Although incorporating transactional leadership concepts into these organizations may offer a foundation for developing a culture of generosity and flexibility, real-world obstacles usually stand in the way of advancement. Ethiopia's public hospitals serve as one real-world example illustrating these difficulties (Arega & Sharma, 2024). In this area, the government has advanced the adoption of green healthcare efforts, including energy-efficient devices

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