

Contexte: Evaluating performance in a hospital environment became now a day a strategic necessity that allows better medical care. Human Resources Management (HRM), is considered an intangible function which responds to this evaluation rule, thanks to a number of tools that make efficiency improvable.

Objective : The purpose of this study is to identify the factors that influence the indicators of the performance of medical human resources and which modalities monitor these indicators that were adopted by the directors. This study was conducted in six hospitals: Five Regional Hospitals and a Provincial Hospital in Morocco.

Methods : It is a cross sectional descriptive study comparing the six hospitals. Data collection was based on a semi-directive survey conducted for the managers of these hospitals.

Results : After analyzing the results, the two main factors influencing the performance of medical human resources were identified: social climate and working conditions. The dashboard remains the monitoring mode that is mostly used by these managers.

Key words: Performance; Medical human resource performance; Indicators; Evaluation and monitoring