Professional support network profiles
of social care institution leaders in Hungary
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What do we know about the professional network of social care institution leaders?

☐ Social work research still lacks management theory analyses especially network-based research (Lawler, 2007)

☐ Additionally, empirical literature concerning the role of leaders in social care institutions primarily focuses on the for-profit management sector (Colby, 2017).

☐ Therefore our knowledge on the professional network of social institution leaders is very limited (Sullivan, 2016).

☐ This research is completely unique in Hungary

Does the status quo matter when it comes to counselor professional relationships?
We successfully separated significantly different groups by cluster analysis based on the characteristics of status quo homogeneity in the professional support networks. The procedure resulted in 4 clusters (Avrg. Silhouette:0,7) (Figure 1.).

How to explore and analyze professional support networks?

Sample
346 male leaders of Hungarian social care institutions
Method
Social network analysis – Fisher Name Generator (Fisher, 1982)*
Data
☐ Respondents were able to nominate up to 5 supporters

☐ Supporters age, sex, level of education, occupation and work position relative to the respondent

Analysis
☐ Job position has been transformed into status quo

☐ Cluster analysis was based on status quo homogeneity indicators

☐ Two-phase clustering. The model predicted the number of clusters based on loglikelihood distance measurement and Schwarz Bayes information criterion. (Szüle, 2019).

"Thinking about the last six months, please mark the people with whom you discussed your most important professional matters and problems."
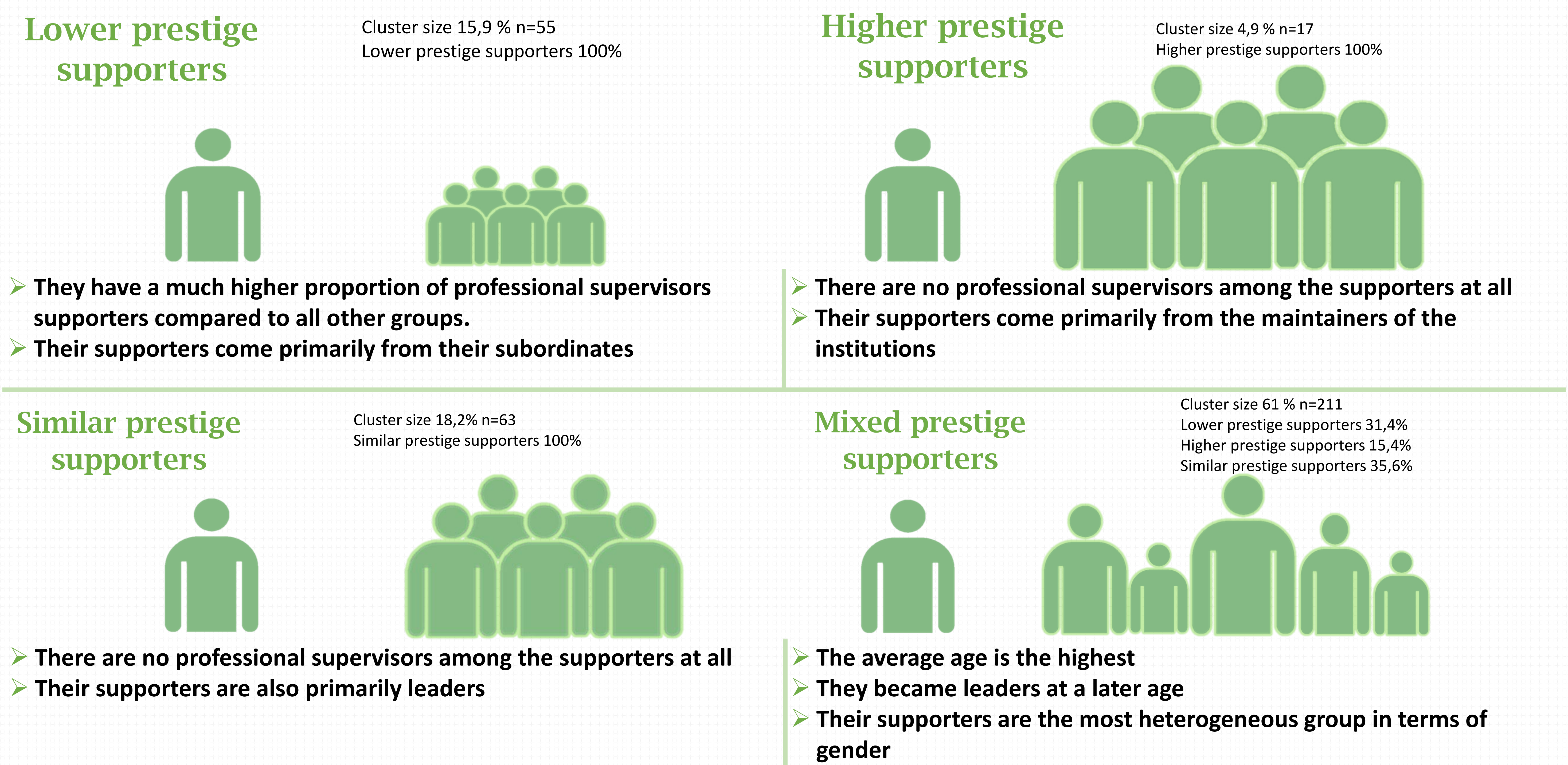
Lower prestige supporters
Cluster size 15,9 % n=55
Lower prestige supporters 100%

➤ They have a much higher proportion of professional supervisors supporters compared to all other groups.
➤ Their supporters come primarily from their subordinates

Higher prestige supporters
Cluster size 4,9 % n=17
Higher prestige supporters 100%

➤ There are no professional supervisors among the supporters at all
➤ Their supporters come primarily from the maintainers of the institutions

Similar prestige supporters
Cluster size 18,2% n=63
Similar prestige supporters 100%

➤ There are no professional supervisors among the supporters at all
➤ Their supporters are also primarily leaders

Mixed prestige supporters
Cluster size 61 % n=211
Lower prestige supporters 31,4%
Higher prestige supporters 15,4%
Similar prestige supporters 35,6%

➤ The average age is the highest
➤ They became leaders at a later age
➤ Their supporters are the most heterogeneous group in terms of gender

Figure 1. Description of clusters created on the basis of status quo homogeneity

Is there a link between the professional support networks of managers and the type of care they manage?

The majority of Lower prestige supporters group members work in primary care, conversely, Higher prestige supporters group leaders work in specialist care. Leaders in the Mixed and Similar groups did not show a sizeable difference in the distribution by type of service.

Table 2. Status quo homogeneity clusters and the type of care crosstabulation (n=339)

	Primary care	Specialized care	Dual-modal care
Similar prestige supporters	28	19	15
	45,2%	30,6%	24,2%
Lower prestige supporters	29	13	12
	53,7%	24,1%	22,2%
Higher prestige supporters	1	9	6
	6,3%	56,3%	37,5%
Mixed prestige supporters	101	66	40
	48,8%	31,9%	19,3%

Table 1. Test results

Characteristics of networks	Test
Age	$F_{(3,338)}=3.72$ p=0.012
	$F_{(3,336)}=3.504$ p=0.016
Network size	$F_{(3,342)}=48.617$ p=0.001
Gender homophily	$F_{(3,305)}=7.257$ p=0.001
Professional relations	$F_{(3,342)}=10.624$ p=0.001
Type of service (social care and child welfare combined)	Pearson $\chi^2 (6,339)=13.019$ p=0.041

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