

A Comparative Analysis of Human Resource Development in Public and Private Hospitals in Delhi

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Abstract-Aim of the study: The main objective of this research work is to study the HRD management in the public and private hospitals in Delhi. The other need of the research work is to compare the HRD management between public and private hospitals in Delhi.

Conclusion: The study highlighted the comparison between the human resource development in public and private hospitals in Delhi. The study is concluded with the help of mainly two statements i.e. (1) The individual's performance is appraised periodically, and (2) Employees are given training before they are placed on new jobs /assignment. According to the employees responses it is concluded that there are many differences between the HRD strategies and practices between the public and private hospitals in Delhi.

INTRODUCTION

HR Improvement (HRD) is a system for the extension of human resources inside an association. HR Advancement is a blend of Preparing and Schooling that guarantees the constant improvement and development of both the individual and the association. Adam Smith expresses, "The limits of people relied upon their admittance to schooling". (Kelly, 2001). As such Human asset advancement incorporates preparing a person after he/she is first recruited, giving chances to master new abilities, appropriating assets that are valuable for the worker's errands, and some other formative exercises.

A Review of Human Resource Issues in the Health Sector:

Although it is widely recognized that improved management of human resources is key to providing more effective, efficient and quality health services, few developing countries have

made significant progress in this area in recent years:

- There is still an over focus on quantities – producing (and often overproducing) health personnel without taking account of the sector's needs resulting in limited resources being spread too thinly
- Productivity is low as health workers are underpaid and often turn to alternative (at times illegal) means of making ends meet
- Human resource issues have become detached from the broader mainstream policy. Staff plans often represent little more than wishful thinking, bearing no relation to resource availability, and key issues and problems such as reconciling strategic management (e.g., maintaining equity) with responding to local needs remain unresolved.

The four HR areas reviewed include:

1. Improving efficiency in the use of HR
2. Improving equity in the distribution of HR
3. Improving staff motivation and performance
4. Improving HR strategic planning capacity in Ministries of Health

SIGNIFICANCE OF THE STUDY

The main objective of this research work is to study the HRD management in the public and private hospitals in Delhi. The other need of the research work is to compare the HRD management between public and private hospitals in Delhi.

PROBLEM OF THE STUDY

“A Comparative analysis regarding Human Resource Development of Public and Private Hospitals”

OBJECTIVES OF THE STUDY

The Study aims to fulfill the following objectives:-

1. Evaluate the Need & importance of HRD for hospital employees.
2. Identify the factors of HRD in hospitals.
3. Compare the factors of HRD in Public and Private Hospitals in Delhi.

HYPOTHESIS

Based on Objectives of the study certain Specific hypothesis is laid down to conduct study. The hypothesis is based on imaginative reasoning therefore it is abstract.

The Following are the proposed hypothesis of the study:-

1. There is no significant difference between Performance Appraisal in the private and public hospitals.
2. There is no significant difference between the Training of the employees in the private and public hospitals.

REVIEW OF LITERATURE

Sanjay Basu, Comparative Performance of Private and Public Healthcare Systems in Low- and Middle-Income Countries, (2012): Studies evaluated in this systematic review do not support the claim that the private sector is usually more efficient, accountable, or medically effective than the public sector; however, the public sector appears frequently to lack timeliness and hospitality towards patients.

Impact of training programs in HRD activities in PSU, a study by *Chimum (2011)*, revealed that the employees were aware of the training facilities offered by the company. It also explained that training had impact on workers attitude, which

meant that employees felt to work for the benefit of the organization if they found training for their benefit.

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done systematically.

Sample area:

Researcher selected the Delhi (capital of India) as a sample area as per convenience.

Sample selection:

In the present study, purposive sampling has been used by researcher. The research is based on primary and secondary data, the researcher selected Delhi. For the sample selection researcher contacted the 50 employees in HR department of the hospitals i.e. 25 employees from public hospitals and 25 employees from private hospitals.

Data collection:

The proposed study intends to analyze the human resource development in the public and private hospitals of Delhi. The researcher collected the data from primary as well as secondary source of data. Secondary data was collected from different websites and journals. The researcher has also collected the primary data with the help of scheduled questionnaire prepared with the help of experts. The details like age, reasons for using mobile banking and purpose of using mobile banking were collected and assessed with five-point Likert scale through 10 statements.

Statistical techniques used:

Chi-square test has been used for the data analysis.

DATA ANALYSIS AND INTERPRETATION

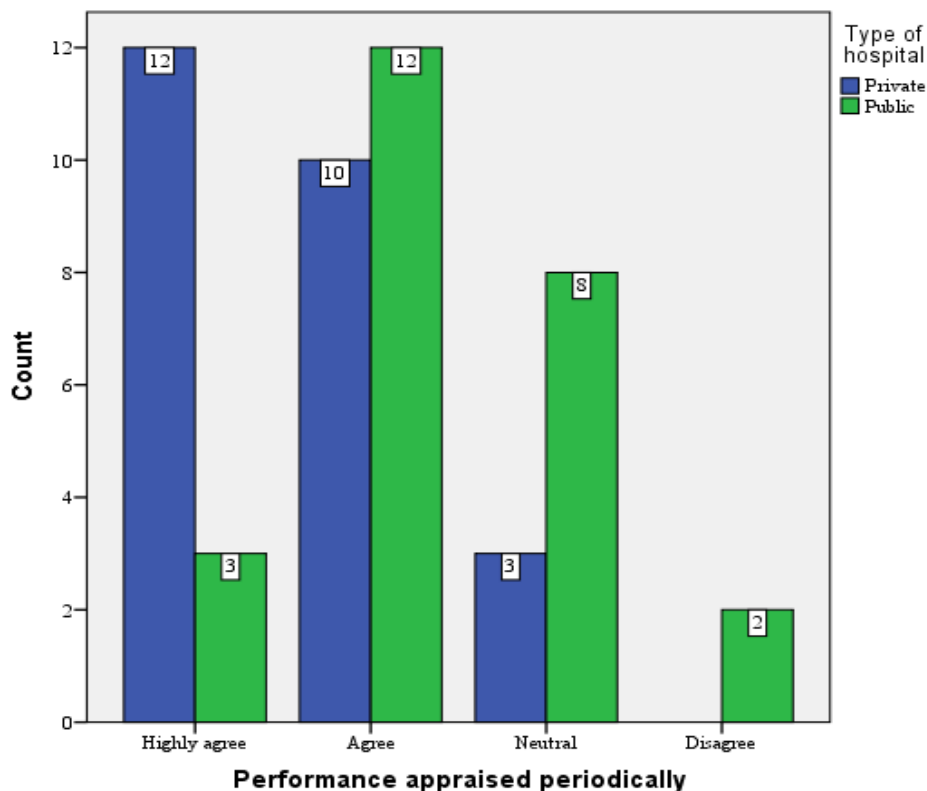
Table 1-There is no significant difference between Performance Appraisal in the private and public hospitals Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Performance appraised periodically * Type of hospital	50	92.6%	4	7.4%	54	100.0%

Performance appraised periodically * Type of hospital Crosstabulation					
			Type of hospital		Total
			Private	Public	
Performance appraised periodically	Highly agree	Count	12	3	15
		Expected Count	7.5	7.5	15.0
	Agree	Count	10	12	22
		Expected Count	11.0	11.0	22.0
	Neutral	Count	3	8	11
		Expected Count	5.5	5.5	11.0
	Disagree	Count	0	2	2
		Expected Count	1.0	1.0	2.0
Total		Count	25	25	50
		Expected Count	25.0	25.0	50.0

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.855 ^a	3	.020
Likelihood Ratio	11.095	3	.011
Linear-by-Linear Association	9.339	1	.002
N of Valid Cases	50		

a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is 1.00.

Figure – 1



Interpretation:

Table shows the hospital wise Comparison between the performances appraisal with the help of Chi-square test. Statistically, the result shows the significant value of .020 which is lower than .05 (level of significance) described that there is

significant difference between the performance appraisal in public and private hospitals. Therefore, the null hypothesis (H_{01}), i.e. There is no significant difference between Performance Appraisal in the private and public hospitals, is rejected.

Table 2-There is no significant difference between the Training of the employees in the private and public hospitals

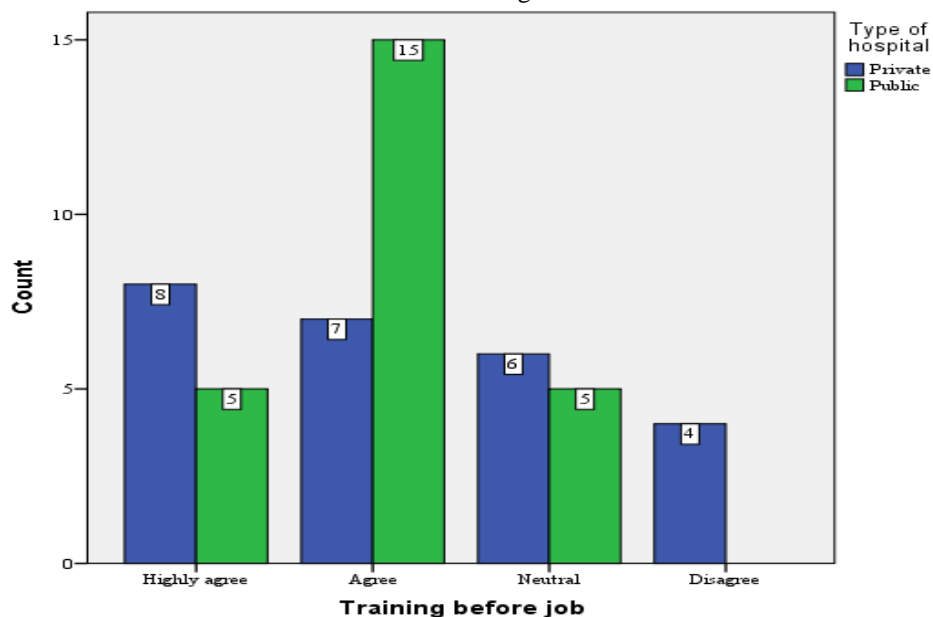
Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Training before job * Type of hospital	50	92.6%	4	7.4%	54	100.0%

Training before job * Type of hospital Crosstabulation					
			Type of hospital		Total
			Private	Public	
Training before job	Highly agree	Count	8	5	13
		Expected Count	6.5	6.5	13.0
	Agree	Count	7	15	22
		Expected Count	11.0	11.0	22.0
	Neutral	Count	6	5	11
		Expected Count	5.5	5.5	11.0
	Disagree	Count	4	0	4
		Expected Count	2.0	2.0	4.0
Total		Count	25	25	50
		Expected Count	25.0	25.0	50.0

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.692 ^a	3	.043
Likelihood Ratio	9.312	3	.025
Linear-by-Linear Association	.898	1	.343
N of Valid Cases	50		

a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is 2.00.

Figure – 2



Interpretation:

Table shows the hospital wise Comparison between the training of the employees with the help of Chi-square test. Statistically, the result

shows the significant value of .043 which is lower than .05 (level of significance) described that there is significant difference between the training of the employees in public and private hospitals.

Therefore, the null hypothesis (H_{02}), i.e. There is no significant difference between the Training of the employees in the private and public hospitals, is rejected.

CONCLUSION

The study highlighted the comparison between the human resource development in public and private hospitals in Delhi. The study is concluded with the help of mainly two statements i.e. (1) The individual's performance is appraised periodically, and (2) Employees are given training before they are placed on new jobs /assignment. According to the employees responses it is concluded that there are many differences between the HRD strategies and practices between the public and private hospitals in Delhi.

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