Human Resource Management: Planning and Coordination among staffs of Government and Private Hospitals in Nanded district

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Abstract

If you fail to plan, you plan to fail. If you do proper planning then success is certain. The coordination is essential to achieve the common objective of the organization. The objective of the hospital is to cure the diseased person with profitable margin. In order to achieve this objective, planning and coordination among staffs of Government and Private Hospitals in Nanded district is required. In this paper, an attempt is made to understand the efforts of planning and coordination activities among staffs of Government and Private Hospitals in Nanded district. The statistical analysis is done with the help of Pearson Chi square test. It is found that there is significant difference in the planning and coordination activities among staffs of Government and Private Hospitals in Nanded district.

Keywords: Planning, Coordination, Management and Hospital management.

I. INTRODUCTION

If you fail to plan, you plan to fail. If you do proper planning then success is certain. The coordination is essential to achieve the common objective of the organization. The objective of the hospital is to cure the diseased person with profitable margin. In order to achieve this objective, planning and coordination among staffs of Government and Private Hospitals in Nanded district is required. In this paper, an attempt is made to understand the efforts of planning and coordination activities among staffs of Government and Private Hospitals in Nanded district.

Objective of the research study:

To compare and contrast the planning of hospital staff arrangement in government and private hospitals in Nanded district.

1.1.2 To analyze coordination among hospital staff regarding work balance in Government and private hospitals in   Nanded district.

1.2 Hypotheses of the research study:

1.2.1 Null Hypothesis: There is no significant difference in the planning of hospital staff   arrangement in government and private hospitals in Nanded district.

Alternative Hypothesis: There is significant difference in the planning of   hospital staff arrangement in government and private hospitals in Nanded district.

1.2.2 Null Hypothesis: There is no significant difference in proper coordination   among hospital staff regarding work balance in government and private hospitals in   Nanded district.

Alternative Hypothesis: There is significant difference in proper coordination among hospital staff regarding work balance in government and private hospitals in Nanded district.

2. Review of Literature:

Rath, Sandeep and Rajaram, Kumar[1] (2018) studied Staff Planning for Hospitals with Cost Estimation and Optimization. This study involved thestudy of staff named anesthesiologists.It was found that the cost of idle time for anesthesiologists was 94% more than the cost of overtime. Hence they suggested model to reduce overall costs by 13%.

Subhamoy Ganguly, Stephen Lawrence, Mark Prather[2] (2014) studied Emergency Department Staff Planning to Improve Patient Care and Reduce Costs. In their study, they considered several factors such as high staffing costs, uncertain patient arrivals, and patients unsatisfied with long wait times, staffing of medical emergency departments (EDs. An analytic model as developed for proper staffing pattern.

Figueroa JF, Feyman Y, Zhou X, et al3 (

Research Design

The research parameters are consolidated into the following table no. Research Design as follows

Table 3.1 Research Design

Sr. No.	Parameter	Description
1.	Type of Research	Ex Post Facto Descriptive Research
2.	Nature of Research	Quantitative
3.	Research Instrument	Structured questionnaire
4.	Dependent Variable	Job satisfaction
5.	Independent Variables	Various human resource management practices
6.	Control over Variables	No Control- Ex Post Facto
7.	Survey Period	October 2020 to February 2021.
8.	Type of Products	Various human resource management practices
9.	Methods of Data Collection	Sample Survey Method through Interrogation
10.	Universe	Medical staff of hospitals in the India.
11.	Population	Medical staff of hospitals in the Maharashtra state.
12.	Sampling Frame	Various medical staff such as doctors, nurses, managers, supervisors and other medical

		staff of the hospitals of Nanded district.
13.	**Sample Elements**	Doctors, nurses, managers, supervisors and other medical staff of the hospitals.
14.	**Sample Size Determination**	Convenient sampling method for doctors, nurses, managers, supervisors and other medical staff of the hospitals in Nanded district.
15.	**Calculated Sample Size**	386 medical staff of the public and private hospitals in Nanded district.
16.	**Net Responses**	Net responsesfor public sector hospital in Nanded district is 180 and for private hospital in Nanded district is 180.
17.	**Response Rate**	93.26% of medical staff of public and private hospitals in Nanded district.
18.	**Rejection Rate**	6.74% of medical staff of public and private hospitals in Nanded district.
19.	**Sampling Method**	Census method sampling
20.	**Sources of Data Collection**	Primary and Secondary sources
21.	**Primary Sources**	Structured questionnaire and field survey
22.	**Secondary sources**	Journals, Articles, Magazines, e-library and many other published data.
23.	**Measurement Scales used**	Nominal, ordinal and interval scale
24.	**Questions Types**	Dichotomous, open ended, multiple responses, ranking and differential scales

25.	**Rating Scales Used**	Likert Scale
26.	**Data Interpretation**	Graphs, descriptive statistics and inferential statistics.
27.	**Statistical Tools**	Parametric and non-parametric statistical tests.
28.	**Statistical Software**	Ms. Excel 2010 and SPSS 20.

Source: Researchers' compilation

4. Data Analysis and Interpretation

The Data Analysis and Interpretation are analyzed through following descriptive and inferential statistics as

4.1 Hospital staffs are arranged according to planning

Table No. 4.1 Hospital staffs are arranged according to planning

Crosstab								
			According to the planning, hospital staffs are organized					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Type of hospital	Government hospital	Count	20	22	6	77	55	180
		% within Type of hospital	11.1%	12.2%	3.3%	42.8%	30.6%	100.0%
	Private hospital	Count	55	86	7	20	12	180
		% within Type of hospital	30.6%	47.8%	3.9%	11.1%	6.7%	100.0%
Total		Count	75	108	13	97	67	360
		% within Type of hospital	20.8%	30.0%	3.6%	26.9%	18.6%	100.0%

Source: Filed survey and SPSS output.

From the above table, it is observed that the 20 (11.1%) and 22 (12.2%) hospital staff of Government hospitals strongly agree and agree that hospital staffs are arranged according to planning whereas 55 (30.6%) and 86 (47.8%) hospital staff of private hospitals strongly agree and agree that hospital staffs are arranged according to planning. 77 (42.8%) and 55 (30.6%) hospital staff of Government hospitals disagree and strongly disagree that hospital staffs are arranged according to planning whereas 20 (11.1%) and 12 (6.7%) hospital staff of private hospitals disagree and strongly disagree that hospital staffs are arranged according to planning.

Hence it is interpreted from the above descriptive statistics that the private hospitals have better hospital staffs arranged according to planning as compared to the Government hospitals as per the opinion of hospital staff in Nanded district.

Table No. 4.1.2a Pearson Chi square test

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	115.428[a]	4	.000
Likelihood Ratio	104.014	4	.000
Linear-by-Linear Association	123.244	4	.000
N of Valid Cases	360		
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 9.50.			

Source: Filed survey and SPSS output.

From the above table, it is inferred that the calculated value of asymp. signi. (2- sided) is 0.000 at 4 degree of freedom with the value of Chi square test is 115.428. The calculated value of asymp.signi. (2- sided) is less than the standard significance value (0.05). Hence the null hypothesis 'There is no significant difference in the planning of hospital staff arrangement in government and private hospitals in Nanded district' is rejected and the alternative hypothesis 'There is significant difference in the planning of hospital staff arrangement in government and private hospitals in Nanded district' is accepted.

Hence it is interpreted from Pearson Chi Square test that hospital staff arrangement according to planning in government and private hospitals in Nanded district is different.

Proper coordination among hospital staff regarding work balance

Table No.4.2.1 Proper coordination among hospital staff regarding work balance

Crosstab				There is proper coordination among hospital staff regarding work balance.					Total
				Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Type of hospital	Government hospital	Count		23	17	9	82	49	180
		% within Type of hospital		12.8%	9.4%	5.0%	45.6%	27.2%	100.0%
	Private hospital	Count		50	84	9	28	9	180
		% within Type of hospital		27.8%	46.7%	5.0%	15.6%	5.0%	100.0%
Total		Count		73	101	18	110	58	360
		% within Type of hospital		20.3%	28.1%	5.0%	30.6%	16.1%	100.0%

Source: Filed survey and SPSS output.

From the above table, it is observed that the 23 (12.8%) and 17 (9.4%) hospital staff of Government hospitals strongly agree and agree thatthere is proper coordination   among hospital staff regarding work balance whereas 50 (27.8%) and 84 (46.7%) hospital staff of private hospitals strongly agree and agree that there is proper   coordination among hospital staff regarding work balance.

The 82 (45.6%) and 49 (27.2%) hospital staff of Government hospitals disagree   and strongly disagree that there is proper coordination among hospital staff regarding   work   balance whereas 28   (15.6%) and 9 (5%) hospital staff of private hospitals   disagree and strongly disagree that there is proper coordination among hospital staff   regarding work balance.

Hence it is interpreted from the above descriptive statistics that the private hospitals have better coordination among hospital staff regarding work balance in as compared to the Government hospitals as per the opinion of hospital staff in Nanded district.

Table No.4.2.2a Pearson Chi square test

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	108.527[a]	4	.000
N of Valid Cases	360		
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 9.50.			

Source: Filed survey and SPSS output.

From the above table, it is inferred that the calculated value of asymp. signi. (2- sided) is 0.000 at 4 degree of freedom with the value of Chi square test is 108.527. The calculated value of asymp.signi. (2- sided) is less than the standard significance value (0.05). Hence the null hypothesis 'There is no significant difference in proper coordination among hospital staff regarding work balance in government and private hospitals in Nanded district' is rejected and the alternative hypothesis 'There is significant difference in proper coordination among hospital staff regarding work balance in government and private hospitals in Nanded district' is accepted.

Hence it is interpreted from Pearson Chi Square test that hospital staff arrangement according to planning in government and private hospitals in Nanded district is different.

II. FINDINGS, CONCLUSION AND SUGGESTIONS

It is found that there is significant difference in the planning of hospital staff arrangement in government and private hospitals in Nanded district. It is interpreted from Pearson Chi Square test that hospital staff arrangement according to planning in government and private hospitals in Nanded district is different.

It is suggested that the proper planning among hospital staff members can reduce the cost of hiring staff and it improves the patient's satisfaction level. The coordinated staff activities can strengthen the hospital management and coordinated execution can lead to the achievement of objectives in long term.

III. REFERENCES

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