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**Human Resource Management Practices among
Government and Private Hospitals in Nanded district**

R.G. Mudholkar ,

Research Scholar,

SCMS, SRTM University, Nanded.

Dr. Gajanan Mudholkar ,

Assistant Professor,

SCMS, SRTM University, Nanded.

Avinash Nikhate ,

Research Scholar,

SCMS, SRTM University, Nanded.

Abstract

Management practices are followed in every micro, small, medium and large scale enterprises. Management is an essence of all business activities. Management is required in every aspect of life. Human resource management practices are essential for selecting the right candidate to the right post at the right time so as that the best employees can be hired and they should work efficiently and effectively to increase the productivity and efficiency of the employee and organization. In this present study, an attempt is made to understand and analyze the management practices employed among Government and Private Hospitals in Nanded district.

The different parameters of research methodology are explained in the research design. It is observed that there is significant difference among the management practices used by Government Hospitals and Private Hospitals in Nanded district. The inferential statistics are used to test hypotheses and it is concluded that management practices of government hospitals are different as compared to the management practices of private hospitals in Nanded district.

Keywords: Management Practices, Hospital Management and Management Functions

I.INTRODUCTION

Management practices are followed in every micro, small, medium and large scale enterprises. Management is an essence of all business activities. Management is required in every aspect of life. Management is the art, science and profession of managing things in the best way. Management is the art of getting the things done through others with personal involvement of every stakeholder of management. Management is the effective utilization of all available resources to achieve the objective of organization. Hence the management can be better studied through its functions like planning, organizing, coordinating, implementing, controlling etc. Human resource management practices are essential for selecting the right candidate to the right post at the right time so as that the best employees can be hired and they should work efficiently and effectively to increase the productivity and efficiency of the employee and organization.

Objectives of the research study

- To compare and contrast appropriate management control over HRM practices in Government and private hospitals in Nanded district.
- To study overall appropriate performance of managerial functions to execute HRM practices as compared to Government hospitals as per the opinion of hospital staff in Nanded district.

Hypotheses of the research study:

- Null Hypothesis: There is no significant different in appropriate management control over HRM practices in Government and private hospitals in Nanded district.
- Alternative Hypothesis: There is significant different in appropriate management control over HRM practices in Government and private hospitals in Nanded district.
- Null Hypothesis: There is no significant difference in overall appropriate performance of managerial functions to execute HRM practices as compared to Government hospitals as per the opinion of hospital staff in Nanded district.
- Alternative Hypothesis: There is no significant difference in overall appropriate performance of managerial functions to execute HRM practices as compared to Government hospitals as per the opinion of hospital staff in Nanded district.

Review of Literature

- Jana Blstakova and Jana Palencarova¹ (2021) observed that the challenges of human resource management in healthcare and explained the importance of implementing developed HRM practices to improve the quality of health care delivery. It is found that there is positive impact of developed human resource management practices on the employee satisfaction and medical indicators.
- Al-Taweel, I.R.² (2021) studied the impact of high-performance work practices in human resource management of health dispensaries in Qassim Region, Kingdom of Saudi Arabia, towards organizational resilience and productivity. It is found that developed HRM practices can improve the organizational productivity and efficiency of the employees of the organization.

- Bachruddin Saleh Luturlean et.al³ (2020) studied Human Resources Management Policies in a Private Hospital and its Impact on Work-Life Balance and Employee Engagement. It is concluded from the mediation analysis using bootstrapping analysis that there is positive impact of Human Resources Management Policies on Work-Life Balance and Employee Engagement in a Private Hospital.

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 Determination Size	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 responses for 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

Data Analysis and Interpretation

The managerial practices are studied through different managerial functions such as proper HRM practices are planned, According to the planning, hospital staffs are organized, there is proper coordination among hospital staff regarding work balance, HRM practices are implemented properly from time to time, top level management of the hospital directs for regular execution of HRM practices, there is appropriate management control over HRM practices, corrective actions are executed to see the proper implementation of HRM practices and Overall, appropriate managerial functions are performed to execute HRM practices.

These managerial functions are described as follows

There is appropriate management control over HRM practices.

Table No. 1 There is appropriate management control over HRM practices.

Crosstab								
			There is appropriate management control over HRM practices.					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Type of hospital	Government hospital	Count	24	15	6	65	70	180
		% within Type of hospital	13.3%	8.3%	3.3%	36.1%	38.9%	100.0%
	Private hospital	Count	84	46	7	16	27	180
		% within Type of hospital	46.7%	25.6%	3.9%	8.9%	15.0%	100.0%
Total		Count	108	61	13	81	97	360
		% within Type of hospital	30.0%	16.9%	3.6%	22.5%	26.9%	100.0%

Source: Filed survey and SPSS output

From the above table, it is observed that the 24 (13.3%) and 15 (8.3%) and hospital staff of Government hospitals strongly agree and agree that there is appropriate management control over HRM practices whereas 84 (46.7%) and 46 (25.6%) hospital staff of

private hospitals strongly agree and agree that there is appropriate management control over HRM practices.

The 65 (36.1%) and 70 (38.9%) hospital staff of Government hospitals disagree and strongly disagree that there is appropriate management control over HRM practices whereas 16 (8.9%) and 27 (15%) hospital staff of private hospitals disagree and strongly disagree that there is appropriate management control over HRM practices.

Hence it is interpreted from the above descriptive statistics that private hospitals have more management control over HRM practices as compared to Government hospitals as per the opinion of hospital staff in Nanded district.

Table No. 2 Pearson Chi square test

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	97.8 ^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 97.868. 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 different in appropriate management control over HRM practices in Government and private hospitals in Nanded district' is rejected and the alternative hypothesis 'There is significant difference in appropriate management control over HRM practices in Government and private hospitals in Nanded district' is accepted.

Hence it is interpreted from Pearson Chi Square test that management control over HRM practices among government and private hospitals is different in Nanded district.

2. Overall, appropriate managerial functions are performed to execute HRM practices.

Table No. 3 Appropriate managerial functions for execution of HRM practices

Crosstab								
			Overall, appropriate managerial functions are performed to execute HRM practices.					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Type of hospital	Government hospital	Count	20	17	8	73	62	180
		% within Type of hospital	11.1%	9.4%	4.4%	40.6%	34.4%	100.0%
	Private hospital	Count	86	43	7	12	32	180
		% within Type of hospital	47.8%	23.9%	3.9%	6.7%	17.8%	100.0%
Total		Count	106	60	15	85	94	360
		% within Type of hospital	29.4%	16.7%	4.2%	23.6%	26.1%	100.0%

Source: Filed survey and SPSS output.

From the above table, it is observed that the 20 (11.1%) and 17 (9.4%) hospital staff of Government hospitals strongly agree and agree that overall appropriate managerial functions are performed to execute HRM practices whereas 43 (23.9%) and 86 (47.8%) hospital staff of private hospitals strongly agree and agree that overall appropriate managerial functions are performed to execute HRM practices among Government and Private hospitals in Nanded district.

The 73 (40.6%) and 62 (34.4%) hospital staff of Government hospitals disagree and strongly disagree that overall appropriate managerial functions are performed to execute HRM practices whereas 12 (6.7%) and 32 (17.8%) hospital staff of private hospitals disagree and strongly disagree that overall appropriate

managerial functions are performed to execute HRM practices among Government and Private hospitals in Nanded district.

Hence it is interpreted from the above descriptive statistics that private hospitals have overall more appropriate managerial functions are performed to execute HRM practices as compared to Government hospitals as per the opinion of hospital staff in Nanded district.

Table No. 4 Pearson Chi square test

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	105.779 ^a	4	.000
N of Valid Cases	360		
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 7.50.			

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 105.779. 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 overall appropriate performance of managerial functions to execute HRM practices as compared to Government hospitals as per the opinion of hospital staff in Nanded district' is rejected and the alternative hypothesis 'There is significant difference in overall appropriate performance of managerial functions to execute HRM practices as compared to Government hospitals as per the opinion of hospital staff in Nanded district' is accepted.

Hence it is interpreted from Pearson Chi Square test that overall appropriate performance of managerial functions to execute HRM practices among government and private hospitals is different in Nanded district.

II. FINDINGS, CONCLUSION AND SUGGESTIONS

There is significant difference in appropriate management control over HRM practices in Government and private hospitals in Nanded district' is accepted. Hence it is interpreted from Pearson Chi Square test that management control over HRM practices among government and private hospitals is different in Nanded district. There is significant difference in overall appropriate performance of managerial functions to execute HRM practices as compared to Government hospitals as per the opinion of hospital staff in Nanded district' is accepted. Hence it is interpreted from Pearson Chi Square test that overall appropriate performance of managerial functions to execute HRM practices among government and private hospitals is different in Nanded district. It is suggested that the appropriate human resource management practices should be used to increase the efficiency of employees and job satisfaction of employees.

III. REFERENCES

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