Application of Human Resource Practices for Corporate Hospital Nurses in Erode Town

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Abstract

The healthcare industry in India shows substantial development even with global changes because the government and organizations work to advance healthcare delivery. The healthcare standard primarily stems from human resource attitudes alongside their performance especially since nurses make up the largest segment of healthcare workers. The research investigates how HRM practices affect the performance of nurses working in Erode Town corporate hospitals. Multiple regression analysis tested the hypotheses while self-administered questionnaires were distributed to nurses together with their supervisors. The analysis using SPSS revealed HRM practices generate positive effects on the work execution of hospital nurses. The research offers crucial findings about Human Resource Management methods active in chosen hospital organizations.

Keywords: Human Resource Practices, Nurses and Selected Corporate, Hospitals in Erode Town

Introduction

India maintains a health care system which combines public sector health services with corporate healthcare facilities. Corporate healthcare facilities present themselves mostly in urban regions where they operate secondary and tertiary care facilities. The public healthcare system distributed across rural areas functions through three tiers that depend on population density.

The Indian healthcare system extends to all citizens yet medical care quality and accessibility suffer greatly among the different states and between urban and rural areas. The medical practitioner shortage in rural regions leads to inadequate healthcare services for residents who belong to Bihar and similar less prosperous states. The administration of healthcare services and health education falls under state governments but the national government provides technical and administrative assistance.

Statement of the Problem

The organization especially those being small or large or corporate or public requires successful management of human resources in order to thrive. Hospital resources include human employees who constitute the organization's most beneficial distinctive assets. A nation with abundant physical resources requires skilled and sufficient workers

to achieve development. The organization needs to actively work toward obtaining voluntary employee cooperation in order to achieve its goals.

Objectives
1. To study the Socioeconomic and demographic profile of nurses working in selected corporate hospital in Erode Town.
2. To analyze the human resources practices of nurses working in selected corporate hospital in the study area.
3. To offer suitable suggestions to improve the working performance of nurses in corporate hospital in Erode Town.

Hypothesis
H0:There is no significant relationship between demo graphic factor and application of human resource practices for corporate hospital nurses in Erode Town.

Research Methodology and Research Design
Sources of Data
This research describes human resource practices specifically among nurses who work in Erode Town corporate hospitals. For this research the primary data collection method has been employed specifically for first-hand observations and experimental results and surveys.

Sample Selection
A convenient sampling method served as the data collection strategy used by the researcher. A well-developed questionnaire underwent pre-surveys to enhance its readiness for the actual study. This research included nurses from six prominent private hospitals across Erode Town namely Senthil Multi-Specialty Hospital, KMCH Specialty Hospital, Erode Medical Centre, Lotus Hospital and Research Center, Maaruthi Medical Centre and Hospitals, and Ashwin Hospitals. The selected hospitals were randomly chosen from the particular research area. The researcher applied initial questionnaire tests which led to essential alterations to match the research goals. A total of 150 participants were chosen through a convenient sampling procedure.

Statistical Tools
The analysis of gathered primary data used the table format for its presentation. For statistical purposes all calculations in this study operated under significance levels of 5% and 1%. The research relied on Simple - Percentage Analysis together with ChiSquare Analysis for its interpretation of results.

Limitations
1. The research is limited to Erode city. The research findings may not generalize to other area.
2. Totally 150 samples were taken under a convenient sampling method. The result may not generalize to the total population.

Review of Literature
The role of a literature review in any research work cannot be overemphasized, as it helps in the elimination of potential study recurrence and makes it possible for researchers to investigate new dimensions. A number of researchers, have conducted various studies on the practice of human resource management by nurses in corporate hospitals. In order to provide a clear notion, the relevant studies are being reviewed and given as shown below:

Tejal Rajendrabhai Shukla and Rita Sharma (2023)

India is a country with a large healthcare system; however, the quality of healthcare in rural and urban areas as well as in public and private healthcare sectors is quite different. Even though there is a high socio-economic prevalence in populations with these disparities, the country still remains a popular destination for medical tourism because of the quality of corporate hospitals and the relatively lower costs. A lot of international students studying in India would opt for corporate hospitals for more specialized health care. The government of the country practices a multi-payer universal healthcare model that is, in addition to public and corporate health insurances, tax-funded public hospitals included.

Qijie Xiao, Fang Lee Cooke &Lanlan Chen (2022)

As the dominant workforce in the healthcare industry, the well-being of nurses has received increasing research and practical attention. Previous research has determined several contributors to nurses' poor well-being. However, the body of literature has been limited in providing a comprehensive assessment of the interconnectedness of the determinants across multiple levels to improve understanding of the complexity of nurses' health and contentment. The literature currently is not adequate at addressing the interconnectedness of three critical dimensions—health, happiness, and relationships. Our systematic search of academic databases conducted in 2020 and 2021 to investigate this issue further.

Rabiatul Adawiyah Ma'arof and Norsiah Mat (2021)

Despite global challenges, the healthcare industry in Malaysia continues to be focused on and has developed remarkable growth in the provision of high-quality healthcare services. Both the government and the healthcare organizations have worked extensively to offer the best possible service to patients. However, the quality of performance in healthcare depends largely on the attitudes and behaviors of human resources.

Sapta Sagar Nallamothu and Nagaraju Battu (2020)

Healthcare emerged as one of the growing sectors in various metropolitan areas in India. The human resource management inside hospitals is one of the challenging problems in this contemporary context. Skilled professionals are retained through effective human resource management (HRM) practices mandatory. Whereas the traditional perspectives primarily view human resources as economic assets, modern HRM recognizes employees as economic, social, psychological, and spiritual beings. With enhanced coverage and increased investments from both public and corporate players, the Indian healthcare sector is expected to generate around 7.5 million direct job opportunities by 2022.

Pipasa Samaddar, Chauhan, and Preeti Garg (2019)

The largest industry in the world is healthcare. It was not many decades ago that the management of hospitals was the responsibility of one physician. Professionalization plays an important role in guaranteeing quality as well as affordable healthcare services. The present study attempts to develop a framework through which healthcare services can be enhanced via an effective human resource management system.

Data Analysis and Interpretation
SocioEconomic Profile of Respondents: Simple Percentage Analysis

This section describes the socio-economic characteristics of nurses working in some

corporate hospitals within the study area. Gender, age, marital status, monthly income of the family, educational qualification, work experience, and size of the family are among the most critical factors. All these factors have been deemed fit for assessing the attitude and behavior of respondents.

Gender of Respondents

Gender forms part of the more extensive socio-economic variables that influence the perceptions of nurses toward human resource practices. Historically, nursing has been a profession predominantly occupied by women, who have demonstrated a significant interest in matters of patient care.From Table 1, the survey shows that 82.67% of respondents are female nurses, on the contrary only 17.33% are male nurses. Evidently, this means that women constitute the main part of nursing employees in a given area for study.

Age of Respondents

One of the significant determinants that affect the commitment of nurses to their profession and the choice of career is age. Accordingly, this study has categorized age into four groups According to Table 1:

40.00% of nurses are below 25 years,

28.67% are between 26 to 35 years,

19.33% are between 36 to 45 years, and

12.00% are above 45 years.

Data indicates that the workforce is largely composed of younger nurses, many of whom are aged below 25 years.

Respondents' Marital Status

Marital status => social positioning in society as well as balances for your work and family/personal life. We divided the respondents into four marital categories: single, married, divorced, and widowed. As per Table 1:

50.67% of nurses are single,

34.67% are married,

12.00% are divorced, and

2.66% are widowed.

The results show that most of the respondents are single which is (50.67%).

RespondentsFamily Monthly Income

Family income is a decisive determinant of socio-economic status and standard of living. Income levels have been categorised into four categories for this research; ≤₹25,000, ₹25,001–₹50,000, ₹50,001–₹75,000 and >₹75,000.As per Table 1:with 32.00% of families of nurses earning less than ₹25,000,38.00% drop among those in the ₹25,001–₹50,000 bracket,16.67% get ₹50,001–₹75,000, and13.33% earn more than ₹75,000 a month.NURSES: A lot from middle-income families

Educational Background of the Respondents

Training is a must for both huge parts to embrace present day human services methodologies and upgrade of expertise for the specialists. Qualifications of the respondents have been classified as Nursing Certificate Course, Nursing Diploma, Undergraduate and Postgraduate for this study. According to Table 1:

40.67% Nurse done Nursing Certificate Course.

34.67% possess a Nursing Diploma,

17.33% are Undergraduates, and

7.33% are Postgraduates.

A large number (40.67 %) has done a Nursing Certificate course, thus in the study area, basic nursing education is important.

Working Experience

The work experience of nurses in corporate hospitals includes both clinical skills usage, patient care, and their adaptability in a corporate healthcare setting. Apart from the patient needs management, the center's financial matters, and personal career growth also play a big role in this profession. As a preliminary step for this survey, work experience was divided into groups:

They distributed their work experience among the 150 people as comes presents:

36.00% of respondents have less than 5 years of experience,

28.00% have between 5 to 10 years of experience,

14.67% Possess 10 to 15 years,

12.00% have working for 15 to 20 years, and

9.33% have more than 20 years of experience.

Hence the data suggested that the highest percentage of the nurses' group was composed of the nurses having the experience of less than five years (36.00%). This point implies, therefore, that the workforce in the research area is quite youthful.

Number ofFamily Members

The not-so-small size of a nurse's family can be a representative of the time the nurse has for work, the financial load, the emotional availability from other family members, and the overall wellness of the nurse (the wellbeing of the nurse). Knowledge of the days helps to be able to estimate their economic condition, the health expenses they need, and the obligations imposed on them by work.

As is evident from Table 1, the following is the distribution of family size among the respondents:

54.67% are part of families consisting of 3 or 4 members

36.67% of them come from one- or two-person households, while

8.66% of them have over four members in their families.

Most of the time (54.67%) the nurses, who happen to be in families consisting of 3 to 4 members, are the statistically predominant group, thus representing a characteristic of the common-size family in the area of the research.

Kruskal Wallis Test

Demographic Factors and Application of Human Resource Practices for Corporate Hospital Nurses in Erode Town

The Kruskal-Wallis H test is a nonparametric, rank-based method used to determine whether there are significant differences among two or more independent groups concerning a continuous or ordinal dependent variable.

This test is linked to the Mann-Whitney U test, which is designed especially for comparing several independent groups, and thus functions as a nonparametric substitute for the one-way ANOVA. By analyzing the rank distribution in respect to the median rank and concentrating on the percentage of equivalent rankings, the Kruskal-Wallis statistic represents the overall rank value.

The Respondents' Gender

Each respondent's variables in Table 2 are ranked by the Kruskal-Wallis test, with lower ranks denoting

The mean rank for male respondents is 105.07, revealing lower values.

"Women have a greater mean rank of 106.48, indicating a relatively greater association with human resource practices."The Kruskal-Wallis test tests whether there is a relationship between Gender of nurses and implementation of human resource practices in corporate hospital nurses.

H_1: There is a significant relationship between the application of human resource practices for corporate hospital nurses and mean rank of gender.

As the p-value exceeds 0.05, the null hypothesis is accepted at a 5% significance level, indicating no significant relationship between gender and HR practices in corporate hospitals.

Respondents of the Age

Based on Table No. 2, the KruskalWallis test arranges the data differ from the youngest to the oldest patients:

The nurses over 45 years have a mean rank value of 104.23, making it the lowest.

It is also crucial to note that nurses below 25 years agers have the maximum mean rank value of 187.24, which in turn highlights the highest relevance of human resource practices association. Additionally, it also measures the effect of the application of HR practices for the older nurses working in corporate hospital.

H_0: There is no significant relationship between the application of human resource practices for corporate hospital nurses and the mean rank of age. The mean rank of surgery specialties of age is an ordinal value.Results:For the p-value under 0.05, the null hypothesis was rejected at the 5% level of significance. It means that such a strong relationship really existed between the age and the application of human resource practices in corporate hospitals.

Marital Status of the Respondents

KruskalWallis test is used to test the correlation between variables and marital status in Table 2. It is found that the mean rank of 132.13 denotes to widowed nurses in the loss of life category. Single nurses represent the largest mean rank among those who have 197.27 as their mean rank, meaning they have strong connections with human resource practices.

The objective of the test is the identification of the correlation between marital status and the use of human resource practices among corporate hospital nurses.

H_0: HR practices in Hama City hospitals have no significant impact on nurses' marital status. The null hypothesis is accepted as the p-value is greater than 0.05.

Family Monthly Income of the Respondents

Table Nummer 2 presented the KruskalWallis test which ranks the data for each respondent, where the lower ranked variables imply the respondents with lower variable values.

The nurses with a family monthly income above Rs.75,000 usually have a mean rank of 120.50, which is the lowest.

The nurses with a family monthly income below Rs.25,000 actually have the highest mean rank of 132.92 which also implies a stronger association with human resource practices (H}RP) which are an essential part of the organizational culture since they are said to incite creativity, hard work, and moral values in employees.

The application of human resource practices for corporate hospital nurses is measured by the Kruskal-Wallis test that takes family monthly income into account.

H_0:At the 5% significance level, the null hypothesis is rejected as the p-value is less than 0.05. This confirms a correlation between the number of family members and the use of HR strategies in corporate hospitals.

Educational Background

The KruskalWallis test provides the ranking of the educational qualification for respondents given in Table 2 showed below:

Postgraduate nurses exhibit the lowest mean rank of 102.07.The mean rank for nurses who completed a Nursing Certificate Course is the highest one bringing the number to 184.21, which is also showing a higher correlation with people management practices leading to the increased number and quality of patients.This tool was developed to analyze the instruments of educational qualification and the application of human resource practices for corporate hospital nurses.

Null Hypothesis (H_0):The mean rank of educational qualification is thought to have no significant correlation with the use of human resource procedures for corporate hospital nurses. We cannot accept the null hypothesis even at the 5% level of significance since the p-value is still less than 0.05. According to the findings, there is a highly substantial correlation between educational background and the use of HR procedures in corporate hospitals.

Working Experience
In Table Number 2, the KruskalWallis test lists the working experience of respondents as follows: The mean rank of 101.97 is lowest among nurses with more than 20 years of experience. With the highest mean rank of 196.38, nurses with fewer than five years of experience are more closely associated with human resources procedures.

The experimentation is directed towards analyzing the relationship between working experience and utilization of human resource practices among the corporate hospital nurses.

H_0:stating that there is no significant relationship between working experience and the application of HR practices in corporate hospitals, is supported at the 5% significance level, as the **p-value exceeds 0.05.

Number of Family Members

The Kruskal-Wallis Test (KW) in Table 2 measures the amount of family members for each respondent, where the lower ranks are directly proportional to the diminutive of the variable. Nurses from families having more than four members had the lowest mean rank of 98.57.Nurses from families with one to two members had the highest mean rank of 113.19, indicating the most significant correlation with human resource practices than the others.The test shows the link of the size of the family and the implementation of the human resource practices for the nurses of the corporate hospital.

H_0:There is no significant correlation between the mean rank of the number of family members and corporate hospital nurses' use of HR procedures. However, at the 5% significance level, this hypothesis is rejected as the **p-value is less than 0.05. This indicates a correlation between the number of family members and the application of HR strategies in corporate hospitals.

Suggestions and Recommendations

This part provides practical recommendations for the implementation of the findings of the study. The below corrective measures are recommended, among other things, to improve the practice of human resources in corporate hospitals and thus, they should be consistent with the results of the study.

1. In health care sector, for improving the efficiency of the nurses training in respective area is quite necessary. Due to training program the sill and ability of the employee automatically improve. It leads to the better performance of the nurses. In the multispecialty hospitals, regular training programs should be conducted for the nurses. There must be appropriate policy to identify the training needs for nurses.
2. Due to well-designed training the various skills of the nurses improve such as-service based skills, technical skills, personal skills, team spirit, administrative skills, these hospitals should arrange in-house and outside training programs.
3. Training enhances the overall job performance of the nurses. Hospitals should provide the opportunities to the nurses to discuss about training and development needs with senior authorities.
4. Motivations are of two types- monetary and non-monitory. The multispecialty hospitals in Erode Town should give both the types of motivations to the nurses. The multidisciplinary in the study area should have reward and recognition policy for the nurses or nurses for their dedicated service. These hospitals should permit the flexible shifts. It will definitely give motivation to nurses.
5. There must be a provision of giving monetary benefits for the good work, getting higher qualification, completion of outside training programs etc. types of achievements of the nurses Due to monetary and non-monetary aspects the nurses become self-motivated and perform their job in systematic manner.

Conclusion

This research contains the information about the logical conclusions derived from the analysis of primary data collected with the help of the questionnaire. The questionnaire contains the questions which are helpful to study the impact of implementation of HR practices in multispecialty hospitals in Erode Town. The questionnaire involves the demographic profile of the respondent nurses and human resources practices of the nurses. Nurses are important nurses in the healthcare industry.

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