

Impact of HRM Practices on Organizational Performance of Selected Private Hospitals in Andhra Pradesh, India

N. Sapta Sagar

Department of Human Resource Management, Acharya Nagarjuna University, India

Health care is now an upcoming field in most cities in India. Managing human resources especially hospitals are major challenges at present scenario. Human resource management practices are essential for retaining effective professionals in hospitals. The performance of any organization is based on only through the performance of the employees. The purpose of this paper is to examine the relationship between the HRM practices and organizational performance. Most HRM practices adopted by hospitals are having recruitment and selection, training and development, performance appraisal, team work, salaries and wages, compensation and rewards. The components of organizational performance are motivation, leadership team, work environment and values, capabilities and co-ordination and control. For this study, researcher used convenience sampling technique to collect data. Hence, 200 questionnaires were distributed and received 142 from Ramesh hospitals in India. The processes include staffing and recruitment, under which it was observed that the hospital management verifies the existence of staffing patterns for the hospital organizational structure and the levels of each post are clearly indicated and displayed in each department. Employees with skills to lead transformation face greater demand. Organizations incorporate higher increases in compensation for health system focusing on transformation. Annual incentive programs are placing increased emphasis on value-based measures. As the conclusion, good HRM practices implementation in hospitals makes the physicians, nurses, and paramedical staff to bring better results in respective of organization and employee hidden skills. Hospitals maintain their workforce by providing better reward system that will motivate them to better work performance. Hospitals need to focus on the best HRM practices in order to achieve their goals and objectives and also to survive in the competitive environment.

Keywords: HRM practices, Organizational performance, Effective professionals, Performance, Transformation