

Internship at
Post Graduate Institute of Medical Education and Research,
Chandigarh

By

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MBA Hospital and Health Management

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ABOUT THE INSTITUTE:

In 1963, 7th July: Pt. Jawaharlal Nehru inaugurated the Hospital.

MISSION

“Service to the community, care of the needy and research for the good of all”

TIMELINE OF VARIOUS EVENTS

1960: S Partap Singh Kairon conceived as a “Center of Excellence in Medical Education”

1962: Started with broad objectives to

- train PG students of medical sciences
- conduct good quality research
- provide patient care of the highest quality

1962: June 23: The first patient admitted

1963: April 15: First batch of postgraduate students admitted

1963, 7th July: Pt Jawahar Lal Nehru inaugurated Hospital

1967, 1st April: Institute declared “Institute of National Importance” Became autonomous body by Act of Parliament.

Nurtured to present glory by Dr Tulsi Das, Dr SS Anand, Dr PN Chuttani and others.

MANDATE

PGIMER Act 1967

Provide high quality patient care.

Attain self sufficiency in PG Medical Education, meet country's need for highly qualified medical teachers in all medical / surgical fields.

Provide educational facilities for training of personnel in all important branches of health activity.

Undertake basic community based research.

MEDICAL EDUCATION: COURSES OFFERED

Medical: PG

MD/MS (616 in 20 specialties)

Biochemistry, Community Medicine, Dermatology, ENT, Forensic Medicine, Internal Med, Med Microbiology, Nuclear Medicine, Obstetrics & Gynecology, Ophthalmology, Pathology, Pediatrics, Pharmacology, Psychiatrics, RD, RT, General Surgery, Transfusion Medicine.

DM/MCh (226 in 22 specialties)

Cardiology, Endocrinology, GE, Neonatal, Nephrology, Neurology, Pulmonary Medicine, Hematology, Clinical Pharmacology, CVTS, Neurosurgery, Pediatrics Neurology, Pediatrics Surgery, Surgery GE, Urology, Pl Surgery, Neuro radiology, Pediatrics Critical Care, Pediatrics Hematology Oncology, Clinical Hematology, Hematopathology, Cardiac Anesthesiol

(In pipeline: Pediatrics Clinical Immunology Rheumatology, Histopathology, Child & Adolescent Psych, Addiction Psych)

MDS (18), MHA (6)

PhD (192)

PDCC, PDF: Immunopathology, Cytopathology, Vascular Neurosurgery.

Para-Medical (235):

UG: BSc, MLT, RD, RT, Audiology & Speech Therapy, OT Technology, Perfusions, BPhT

PG: MSc, Med Technology, Audiology & Speech, Bacteriology and Mycology, Biochemistry, Biotechnology, Cytopathol, Hematology, Histopathology, Immunopathology, Parasitol,

Pharmacology, Respiratory Care Med, RD, RT, Transfusion Med, Virology, Anatomy, Biochemistry, Biotechnology, Pharmacology, Audio & Speech therapy.

Nursing: (528)

UG: BSc (Nursing)- 4y, BSc (Nursing PB)- 2y

PG: MSc (nursing)- 2y, Medical, Surgical, Community Health, Maternal Child Health

Others: Short term training: Observer, up to 6m, Elective training: for overseas candidates through MHFW, GOI.

ABOUT THE STUDY

TITLE: A STUDY ON MOTIVATING FACTORS AMONG NURSING STAFF IN POSTGRADUATE INSTITUTE OF MEDICAL EDUCATION AND RESEARCH, CHANDIGARH.

INTRODUCTION: Workplace motivation is a enigmatic topic in workplace and organizational Science. Given today's economy, a motivated workforce represents competitive advantage, better productivity, lower levels of absenteeism and a vital strategic asset in any work environment. In organisational research, work motivation has been the subject of many theories than any other topic till date.

OBJECTIVE: To use appropriate scales to measure levels of motivation among the nursing staff. To compare the levels of motivation among nursing staff of hospitals based on various factors like demographic profiles.

METHODOLOGY:

Design of study: It is a Cross sectional descriptive Study.

Duration of study: March, 2018 to April 2018.

Area of study: The study was conducted in Female Medical and Surgical ward and Male Medical and Surgical ward at Nehru hospital Postgraduate Institute of Medical Education and Research, Chandigarh.

Target Population: The target population was the nursing staff (N.O., S.N.O., ANS) working in the study area.

Sample Size: Total population was 109 nurses. Using sample size calculator and 95% confidence interval the sample size came out to be 84 nurses.

Sampling technique: A list of nursing staff shift-wise was collected from ANS and from the list, nursing staff from the all the three shift were chosen on arbitrary basis.

Data Type: Primary that is by communicating with nursing officers.

Tools: questionnaires and datasheet.

RESULTS:

Results related to Intrinsic motivation

From the Statistical analysis it was found that :

96.3 % of Nursing Officers derive pleasure from learning new things.

95.2 % of Nursing officers feel motivated from taking on interesting challenges.

92.8% of Nursing Officers feel motivated when they are successful at doing difficult tasks.

Results related to A motivation

From the Statistical analysis it was found that :

50.6% of Nursing Officers gets A motivated when they are not able to manage the important task related to their own work.

87.9% of Nursing Officers feel A motivated when they are provided with unrealistic tasks.

91.5% of Nursing Officers feel A motivated when too much is expected of them

Motivation levels of nursing staff based on various factors

Marital Status: According to the statistical analysis this factor is insignificant because the p value came out to be less than .05

Age: According to the statistical analysis this factor is insignificant because the p value came out to be less than .05

Education Qualification: Nurses who have done Bsc nursing are less motivated as compared to GNMs.

CONCLUSION:

- Regular rotations of the nurses in different departments.
- Support of managers and supervisors for better understanding of their duties and tasks.
- Appreciating the nurses on regular basis for their efforts to keep up the motivation.
- Redefining the job description of the nurses as well as other cadres of staff so that there is clarity of jobs.
- Clarification of set of tasks they need to perform daily by the top level managers.

- Orientation to be held on regular basis to improve communication skills, behavioural issues and to provide a soft skill tool in their hands.
- Proper checks and balances to be their for any misconduct.

