

NAME OF STUDENT: - AYUSHI AGARWAL, ROLL NO-1482; **FACULTY MENTOR:** - NUTAN P JAIN, **ORGANIZATION MENTOR:** - MR. AAKASH SIDDHANT

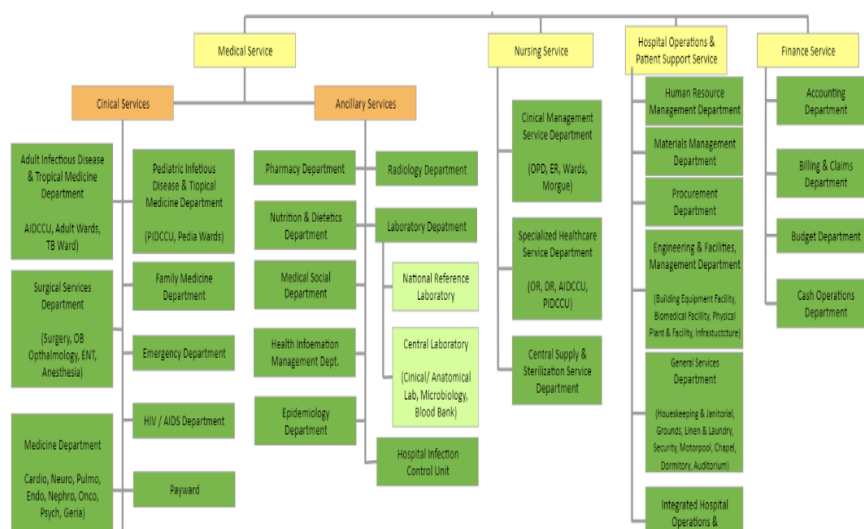
- ❖ **BLK-Max Super Speciality Hospital** was launched in **1984**.
- ❖ **650-bedded** including **125 beds** dedicated to critical care and **20 modular operation theatres**, offering seamlessly integrated healthcare service to patients.

VISION: - “To create a patient-centric, tertiary healthcare organization focused on non-intrusive quality care utilizing leading edge technology with a human touch” (www.blkhospital.com).

MISSION: -

- ❖ “Achieve Professional Excellence in delivering Quality care.
- ❖ Ensure care with Integrity and Ethics.
- ❖ Push frontiers of care through Research and Education.
- ❖ Adhere to National and Global Standards in Healthcare.
- ❖ Provide Quality Healthcare to all sections of society”.

ORGANIZATIONAL STRUCTURE



THEORETICAL KNOWLEDGE

Provided foundation of recruitment as a whole in HR Module.

Exposure to an outline of structure of recruitment, best practices, guidelines, and evidence-based approaches

PRACTICAL EXPOSURE

Provided hands-on experience and real-world application

Provides in-depth exposure about how recruitment goes hand in hand in alignment with organizational

STRENGTHS (+)

- ❖ Reputation and Brand
- ❖ State-of-the-art Facilities
- ❖ Multidisciplinary Team
- ❖ Specialization and Advanced Practice (Sashakt program by Govt of India)
- ❖ AI Based Technology for treatments.
- ❖ Competitive Compensation and Benefits

WEAKNESSES (-)

- ❖ Nursing staff Shortage, as they have Alternative opportunities (Medanta Hospital, Ganga Ram Hospital, etc.)
- ❖ Staff Turnover & Retention
- ❖ On average serving for 4-5 month only

OPPORTUNITIES (+)

- ❖ Collaboration with Nursing Schools
- ❖ Explore Men candidates for nursing

THREATS (-)

- ❖ Nursing Shortage in general
- ❖ High Demand (Even abroad)
- ❖ Changing Demographics

NURSING STAFF RECRUITMENT

High Turnover rate among Nursing staff in Operation Theatre, ICU and General Ward

On an average 50 vacant positions in a month

SCREENING CRITERIA- GNM/B.Sc. qualified with at least 1 year of experience.

The Vacancies posted on Naukri.com portal as well as on hospital's official website for one month at least; review the applications received.

In addition, appx 100 calls made through Naukri.com to the potential candidates to fill up the positions.

On an average 35 applications received (50% based on calls made) Organized interviews both in online as well as offline (Walk-in) mode.

NO OF JOININGS- 30 per month on an average (60%)

REASON FOR BACKOUT- Expectations for more than salary offered; Preference for Location.

CELEBRATION OF MOTHER'S DAY



CHALLENGES FACED: -

- ❖ Majority of interviews conducted using online mode (telecon). This limits the scope to assess the candidate's skills which is one of the major components of Nursing duty.
- ❖ Variation between the proposed and actual time of interview.

SUGGESTIONS: -

- ❖ Improve quality of staff development and training.
- ❖ Improve retention rate by offering benefits other than compensation like recognition, etc
- ❖ Proper Management of duty hours for nursing department.
- ❖ Offer Incentives for Referrals.

LEARNINGS AND USEFULNESS: -

- ❖ Understanding of the Nursing Profession.
- ❖ Recruitment and Selection Techniques
- ❖ Communication and Interpersonal Skills

MOTHET'S DAY CELEBRATION