

BRIEF HISTORY AND DESCRIPTION ABOUT ORGANIZATION

- ✓ Founded in 2006; is a super specialty hospital in the saurashtra region offering comprehensive medical treatment.
- ✓ N. M. Virani Wockhardt Hospitals, Rajkot is equipped with:
 - 177 patient beds (12 MICU; 10 SICU; 14 CCU)
 - 6 Operation Theatres
 - Endoscopy Department with a full-time expert surgical team.
 - Dedicated cardiothoracic and Orthopedic/Replacement operation theatres.
 - 2 Cardiac Catheterization Lab
 - Dedicated Cardiac Ambulance and 24/7 Hr. Emergency Heart line

ORGANIZATION VISION

- ✓ Wockhardt hospital will strive with the excellence to fulfil the needs of community in its choose field of medical treatment.

ORGANIZATION MISSION

- ✓ To serve and enrich the quality of life of patients suffering from the disease, through the efficient deployment of the technology and human expertise, in a caring and nurturing environment with the greatest respect for human dignity and life.

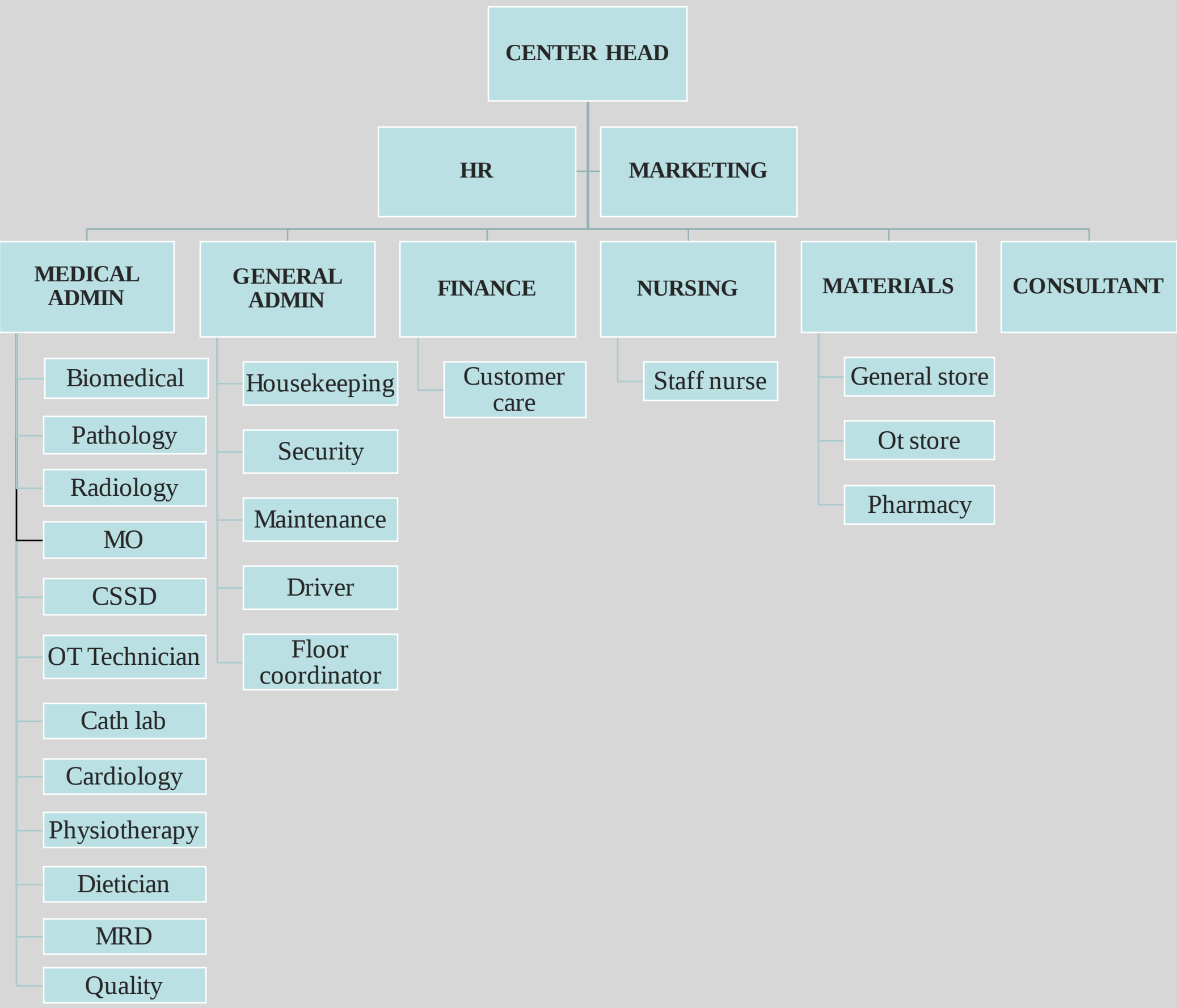
HR VISION

- ✓ Influence positively

HR MISSION

- ✓ Will proactively partner with the business to deliver measurable results.
- ✓ Will continually align our systems and processes to meet dynamic organizational needs.
- ✓ Will commit to identify and nurture people potential in a fair, positive, and caring culture.
- ✓ Will champion the cause of associates with empathy.
- ✓ Will demonstrate innovativeness, teamwork, leadership, professional and ethical standards.

ORGANIZATION STRUCTURE



PROJECT

Verification of employee’s personal files for NABH audit.

PROJECT BRIEFING:

- ✓ Document verification
- ✓ Database preparation

SWOT ANALYSIS

Strengths	Weaknesses
Experienced HR team	Attrition rates
Strong recruitment process	
Employee engagement initiatives	
Opportunities	Threats
Employer branding	Competition within hospitals
	Frequent changes in the medical laws and compliances
	Reputation risks

CHALLENGES FACED DURING INTERNSHIP

- ✓ It was challenging for me to work with the real world as a fresher.
- ✓ Took time to get adapt with the responsibilities as HR intern.



DIFFERENCE BETWEEN PRACTICAL EXPOSURE AND THEORETICAL UNDERSTANDING

- ✓ Theoretical knowledge is based on concepts, models, and theories, while practical exposure provided me with real-world application and experience.
- ✓ Theoretical knowledge provides a comprehensive understanding of HR principles and practice which applies to almost all the organization while practical exposure focuses on application and implementation of HR concepts on specific organization contexts.



LEARNING DURING INTERNSHIP

- ✓ Learnt regarding the reward and recognition program.
- ✓ Joining formalities and exit formalities of employees.
- ✓ Induction program of new joiner.
- ✓ Analysis of Employee Satisfaction Survey data and induction feedback data.
- ✓ Learnt to make and maintain personal files of the employee in the organization.
- ✓ Organize engagement activities for the employees.
- ✓ Celebration of doctors’ day, nurses’ day etc...

USEFULNESS OF INTERNSHIP

- ✓ Helped me to work in the real world.
- ✓ Practical knowledge gain.
- ✓ Helped me to build professional network.
- ✓ Recruitment process of employees.
- ✓ Joining formalities
- ✓ Also, the exist formalities and the exit interviews conducted.