

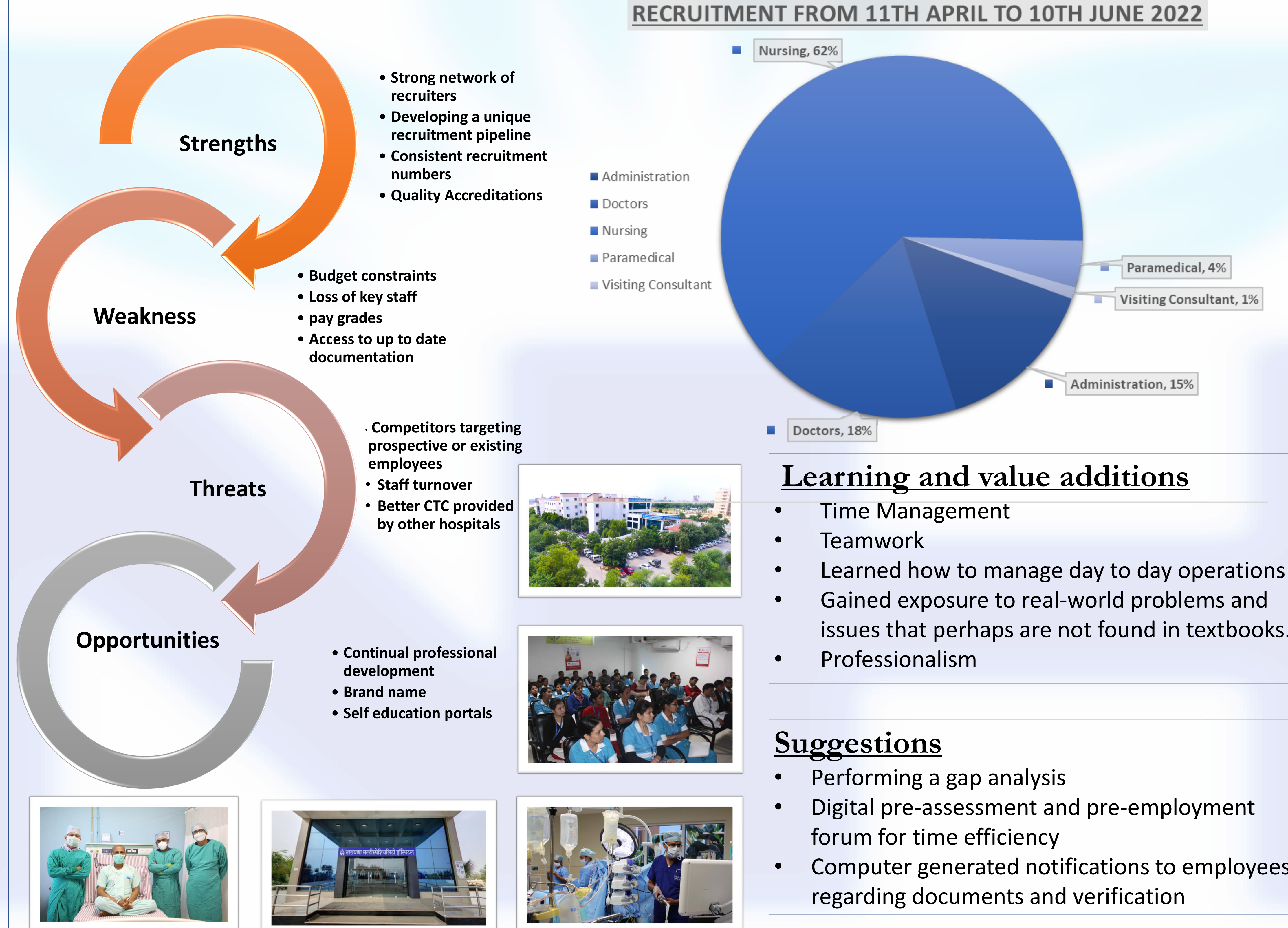
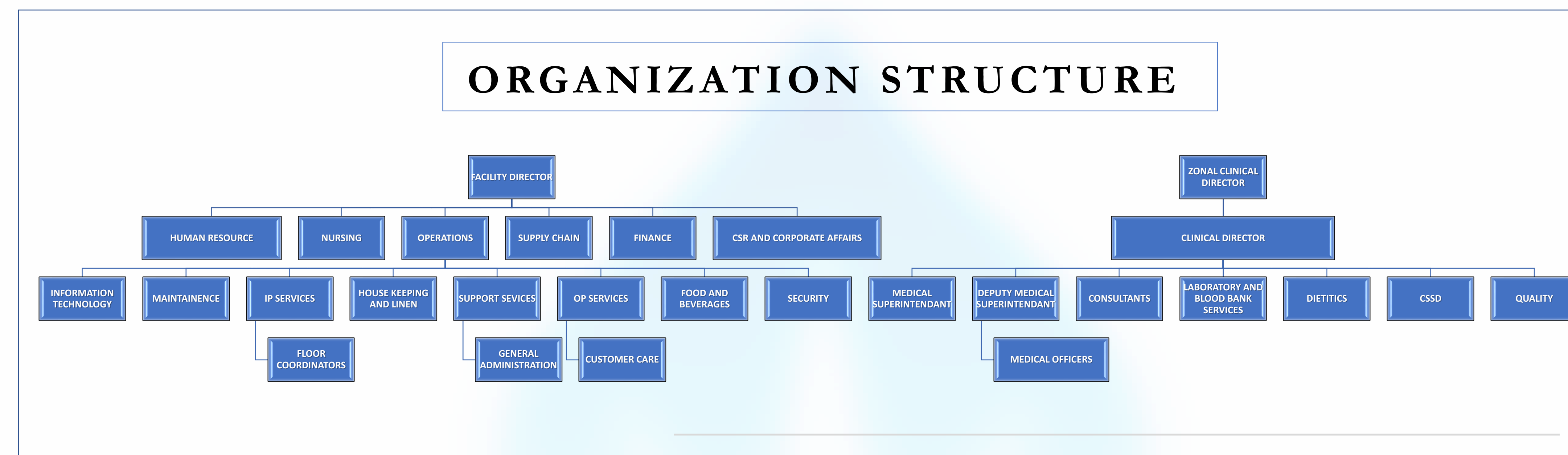
RECRUITMENT AND SELECTION PROCESS IN HRM

Brief history

- Narayana Hrudayalaya Limited the flagship company of the Group was incorporated on **19th July 2000 by Dr. Devi Prasad Shetty** as its founder. It has a network of **23 multispecialty** and super speciality hospitals with **7 heart centres** spread across 18 locations in India and 1 multispecialty hospital in Cayman Islands.

Brief description

- A **225-bed hospital in the year 2000**, is today a **7,155 capacity-bed multi-specialty healthcare services chain** that provides superior tertiary healthcare at affordable costs. Headquartered in **Bengaluru**, they have a network of **23 hospitals** (multispecialty and super-speciality healthcare facilities) with **7 heart centres** (super- speciality units) across **18 locations** in India and **1 multispecialty hospital in Cayman Islands**.
- In 19 years, they have demonstrated that vision and operational excellence can indeed create a healthcare service that is within the reach of all. They have done so by consistently growing our network of facilities, both through organic and inorganic routes. They have brought together quality and affordability. They have ensured that technology and accessibility coexist. And in the process, NH have gained trust and credibility.
- Today, they are firmly focused on strengthening this circle of care and compassion that has enabled us to serve patients, with means and without. And, in all that they do, the objective of building an affordable and sustainable healthcare ecosystem remains at the core.



Learning and value additions

- Time Management
- Teamwork
- Learned how to manage day to day operations
- Gained exposure to real-world problems and issues that perhaps are not found in textbooks.
- Professionalism

Suggestions

- Performing a gap analysis
- Digital pre-assessment and pre-employment forum for time efficiency
- Computer generated notifications to employees regarding documents and verification

Organization vision and mission

VISION

- NH provide high quality healthcare with care and compassion at an affordable cost on a large scale.

MISSION

- Company mission is to deliver high quality, affordable healthcare services to the broader population in India. NH core values are represented by the acronym "**iCare**", which encompasses **innovation and efficiency, Compassionate care, Accountability, Respect for all**, and Excellence as a culture. At the same time, NH seek to generate a strong financial performance and deliver long-term value to our shareholders through the execution of our business .

Challenges faced

- It's a new lifestyle
- Engulfed with Work
- Too much paperwork
- Documents validation process

Usefulness of internship

- Gained a valuable skill set
- Explored different career interests and environment
- Learnt to deal with different professional candidates during recruitment
- Better understanding of different departments in hospital sector

Difference between practical exposure and theoretical work

- Theoretical knowledge help us to learn about the tools to perform a task.
- Practical or informal knowledge manifests itself as skills or "knowing-how"

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