

Organization View

To be the most well-regarded healthcare provider in India committed to the highest standards of clinical excellence and patient care supported by latest technology and cutting-edge research.

Brief History

Max is a Healthcare industry which is based in Delhi. Started in 2000 as Max Multi Specialty Centre in Panchsheel Park; now has a total of 17 units. Max is second largest healthcare provider in India. It has log35,000 beds across India.

Rebranded itself and now has a new o that commits to the highest standards of clinical excellence and patient care.

Abhay Soi is the chairman and managing director of Max. Max is divided into 2 clusters, where cluster 1 covers hospitals in western part of India and cluster 2 covers eastern part of India.

Max Super Specialty hospital, Patparganj

Max Patparganj was established in 2005. Present unit head is kausar Ali Shah.

Now Max has 2 buildings with total

- 400+ beds,
- 770+ staff nurse,
- 510+ doctors with 28+ specialties.

Practical Exposure vs Theoretical work

A student learns about different policies and ways to improve organization.

In practical world one sees dynamic changes, changes been made on the spot to fulfil urgencies in organization.

Different organizations have their own ways to work and their own policies

Get a vast knowledge about different sectors of organization and also different types of hiring.

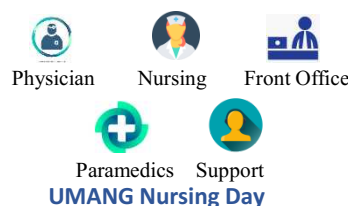
HR Department, Max Hospital Patparganj

HR Department of Max Patparganj is situated in a complex beside hospital. The Goal is:

- To hire best talent for all units.
- To teach and give training regarding all the necessary updates in medical.
- Create a healthy and happy environment.
- Conduct events and celebrate birthdays .



Recruitment done in 5 verticals :



Celebrated Nursing day at a banquet hall to cheer and honor all the nurses.



Usefulness of Training

This 2-month training is very useful in different ways:

- Got actual idea of working in an organization
- Learned code of conduct
- Good knowledge of different departments of hospital.
- Can use this experience in future job.



To Serve. To Excel

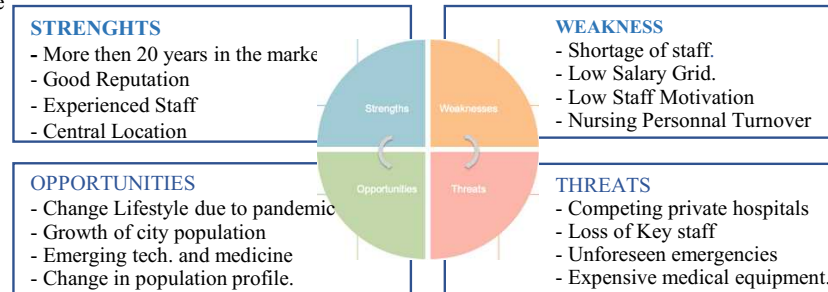
Learning and Value addition during internship

- Learnings while working at Max Patparganj :
- Hiring Process and hierarchy of Staff Nurse and Physicians.
- Resume screening and Salary Fitments according to the experience.
- Onboarding and joining process of the talents.
- Trainings and induction program given to new joiners.
- Record maintaining of the staff.
- Generating Offer Letter and appointment letters with ID cards of the New joiners

Value additions done as a recruiter of Nursing Department:

- Increased walk-in for Staff Nurse and Lab Technicians interview by resume screening and calling - Done 100+ callings.
- Conducted online interviews and walk-in interviews for staff nurse and maintain record.
- Handled onboarding and joining Process of all the new joiners.
- Generated Offer Letters and Salaries for the selected talents.

SWOT Analysis



Suggestions

Suggestions for the organization would be :

- To use IT technologies and have all the CVs in softcopy and segregated by departments.
- Hire more staff to distribute the workload on employers.

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