

- **ABOUT:** Fortis Escorts Hospital, a multi-speciality hospital located in Malviya Nagar, Jaipur, was established in 2007.
- 275 Hospital Beds, 106 ICU Beds, 9 Ots
- Robotic Joint Replacement
- Accredited by NABH
- The hospital is also involved in community health initiatives, providing free health camps, awareness programs, and preventive health check-ups.

Vision: Saving and enriching lives

Mission: To become globally respected healthcare organization known for clinical excellence and distinctive patient care

Organogram



- MR TANMAY MAHUREY BATCH 28 ROLLNO 1867
- MR. ASHISH BANDU- ASSISTANT PROFESSOR (FACULTY Mentor)
- MS. DEEPIKA JOSHI – HUMAN RESOURCE (ORGANIZATION MENTOR)

SWOT ANALYSIS OF HR DEPARTEMENT

STRENGTH

- Strong communication framework with other departments of hospital
- Conflict resolution mechanism
- Quick decision making
- Online Appointment

WEAKNESS

- Weak IT Support
- No regular technical and management training
- No sufficient space leads to overcrowding for interview
- No complete documents of HR

OPPOORTUNITY

- Using references for hiring
- Wider coverage of insurance company staffs with tie-ups

THREAT

- Hospitals like EHCC, CK Birla
- Patient Attrition due to high cost

Difference between practical exposure and theoretical work

Practical knowledge often leads to a deeper understanding of the concept through act of doing thing

- Summer internship helped me to learn the practical working of HR department with real life example like proper documentation
- Importance of annual check up
- Employee record system

RECOMMENDATION

- Implement advance HR technology for the fast process
- Strengthen employee training and well being initiatives
- Enhance compliance and safety protocol



ABOUT THE PROJECT

ONBORDING PROCESS

OBJECTIVES

- Understanding the onboarding process in HR
- Analyse how onboarding process work
- Identify the main reason for overcrowding

ACTIVITIES DONE

- Pre-onboarding in job offer and acceptance
- Collection of the necessary document
- Orientation like introduction to the hospital for the new employee
- Mentorship pairing newly hired with experienced staffs for guidance

GAPS INDIFICATION

- Observed there were missing documents from employee's file
- In onboarding there were over crowding before interview in the department.

SUGGESTION

- Collection of necessary documents like RNC, RMC, PV etc from new employee on time
- There must time slot in interview using software and app