

Ivy Hospital Mohali, Punjab

Vision: “To be the largest and the most respected healthcare provider in the region”

Mission: “To provide honest, affordable and accessible healthcare services to all”.

Beds: 205 bed-
ded hospital.



Introduction

HR Audit is a process that sets the stage for a true transformation in HR strategy and services.

The main purpose of HR Audit is to conduct a more in-depth analysis of the HR function to identify the area of strength and weakness and where improvements may be needed. Conducting an audit involves review of current practices, policies & procedures and aims to figure out the practices, employee perception.

Objective

The objective of the study is to look in to space for improvement in the process of existing HR Audit and Planning in Ivy and to make necessary recommendations for enhancing the effectiveness of HR audit and planning practices in Ivy.

Methodology

Study Design: Descriptive study (Quantitative)

Study Area: Hospitals

Sample unit: Employees and few officials from HR department of Ivy Mohali.

Sample Size: 110 employees (100 employees and 10 HR officials).

Sampling Method: convenience method.

Study Duration: 2 months

Data Source: Primary Data/Secondary Data



RESEARCH STUDY



Data Interpretation survey for employees.

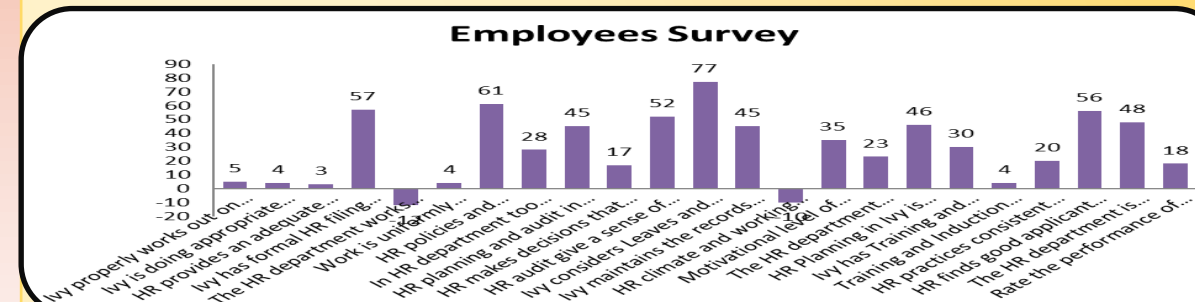


Data Interpretation Survey

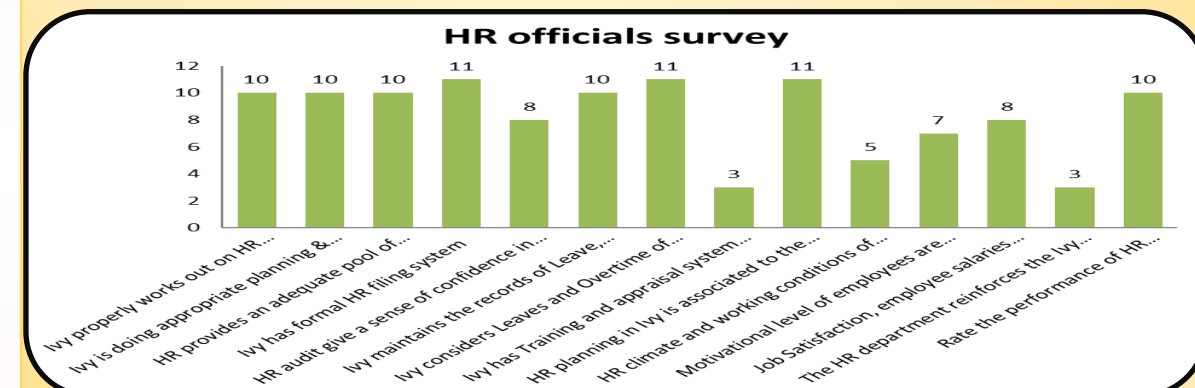


Comparative Study and Interpretation on statements

When comparative analysis was done between HR employees and HR officials by using 5 point analysis (Likert scale) following results was drawn:



Interpretation: The analysis shows that there is a lack of team work and working conditions as per the employees whereas good count seems to be satisfied with the leave and the overtime policy of the organization. While, there are some issues which need to be focus on for the welfare of the organization like provide adequate pool for employees after HR planning, training and induction should be conducted in continual manner



Interpretation: The statement shows the HR respondent seems to be satisfied with the policies followed by the organization for HR planning and audit. While, the scope of improvement is felt in the areas of training and appraisal system due to lack of uniformly distributed work.

Findings:

- Majority of the employees seems to be less satisfied with HR practices whereas HR respondents seems to be satisfied.
- Lack of team work and unfavourable climate & working conditions as per the employees.
- Employees & HR respondents satisfied with the leave and overtime policies of the organization .
- Dissatisfied with training and induction programmes.
- HR audit & policies helps in increasing quality and productivity of the work.
- Most of the employees agree that work allotment is somewhat partial

Recommendations: Training and Induction programmes should be conducted periodically.

Various surveys should be carried out for knowing the perception of the employees.

The work should be uniformly distributed.

Internal audit should be carried out on regular basis so as to identify the gaps and work upon it.

