

A Research Study on Employee Attrition and Retention at a Multispecialty Hospital

Presented by:

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ABOUT THE ORGANISATION

The famous Miraba Foundation network, which is known for quality care for patients, includes the Miraba Multispecialty Hospital as a part of its network of hospitals. 180 beds are available at this multi-speciality hospital in Dehradun, which provides top-notch services.

Complete preventive and curative treatment is provided at Miraba Hospital. With the establishment of the hospital, the citizens of Dehradun and the surrounding areas will have access to the services of skilled and knowledgeable medical personnel.

The team of highly skilled medical professionals' dedication to clinical excellence is evident in their work. Great care is provided by highly skilled nursing staff and paramedical specialists.

The hospital's clinical team benefits greatly from the expertise and assistance of the nursing staff and paramedical personnel. The highest priority is placed on ethical behaviour, which is demonstrated by professional behaviour, honesty, trust, and secrecy.

Attrition? How it affects the organisation?

In business, attrition refers to a steady but intentional decline in the number of employees as a result of employee retirement or resignation and the absence of replacement staff.

Although employee or staff turnover is a popular definition of attrition rate, attrition rate is more broadly defined as a computation of the number of people who leave or join another organisation over a predetermined period of time.

It is a progressive decrease in the number of people employed, and it may take the form of resignation, job desertion, retirement, or death.

In the modern healthcare sector, attrition is a serious problem. It is the primary issue that stands out in all healthcare organisation.

This study aims to understand the causes of attrition and to pinpoint the elements that both create and break employee satisfaction.

Retention? How it benefits the organisation?



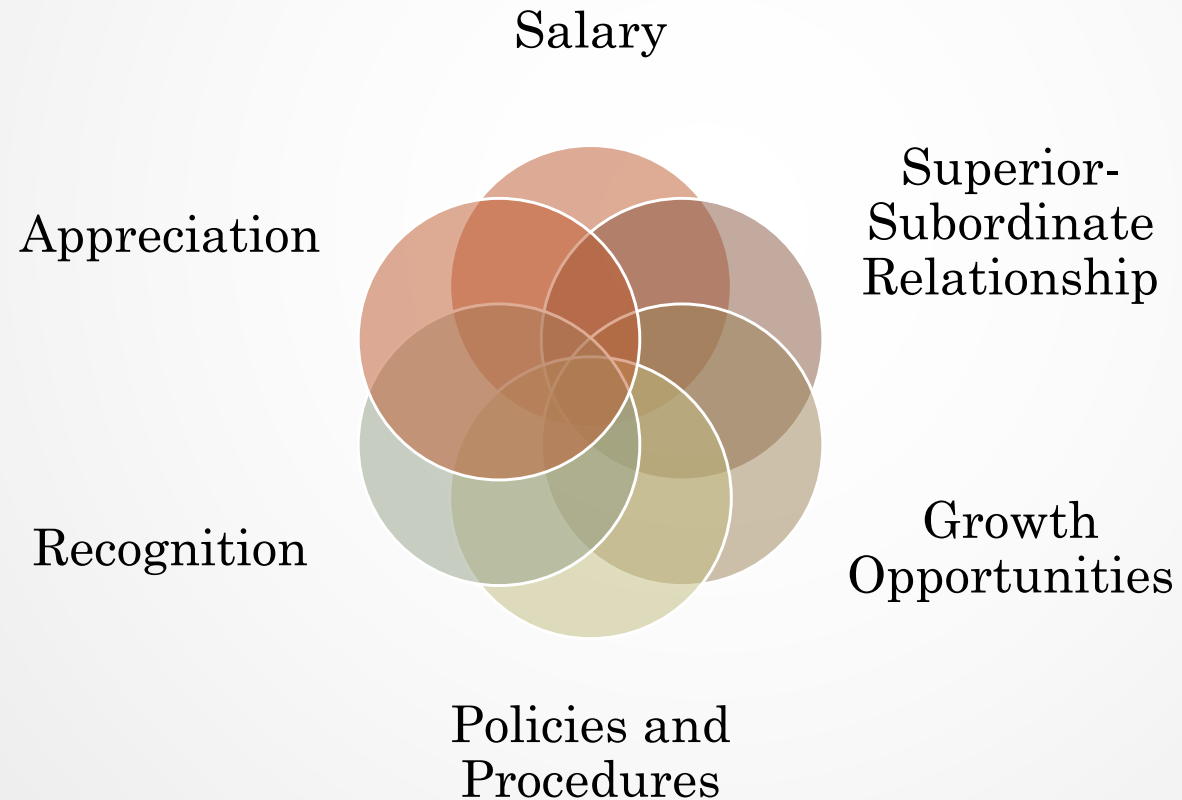
Employee retention is the practice of encouraging employees to remain at the company for as long as possible or until the project is finished. Both the company and the employees benefit from high staff retention.

Compensation, environment, growth, relationships, and support are crucial factors in employee retention.

Staff turnover is bad for everyone involved, making staff retention a big concern for the healthcare sector.

It costs businesses money, causes anxiety for workers who desire a steady workplace, and does not foster a supportive atmosphere for patients.

FACTORS OF RETENTION



Research Question

What are the many factors that influence attrition and retention in a multispecialty hospital?

Objectives

Finding out how pleased workers are with various retention-related issues is one of the objectives to examine attrition (intention to quit) and provide suggestions for lowering it

HYPOTHESIS

Ideation A

No correlation exists between pay and intent to leave a company, according to H1o.

Salary and purpose to leave the firm are related, according to H1a

Ideation B

There is no correlation between any desire to leave the organisation and hypothesis B: H2o.

H2a: There is a connection between the desire to leave the organisation and the interaction between superiors and subordinates.

Ideation C

There is no correlation between career chances and the desire to leave the organisation, according to hypothesis C: H3o

Growth prospects and the desire to leave the organisation are linked, according to H3a

HYPOTHESIS

Ideation D

No correlation exists between policies and procedures and the desire to leave the organisation, according to hypothesis D (H4o).

Policies and procedures are linked to the desire to leave the company, according to hypothesis H4a

Ideation E

The intention to leave the organisation is not correlated with recognition, according to hypothesis E, H5o.

H5a: There is a link between acknowledgment and intent to leave the company.

Ideation F

Hypothesis F: H6o: There is no connection between gratitude and plans to leave the company.

H6a: The likelihood of quitting an organisation and appreciation are related

Study Methodology

Research Methodology :Descriptive cross-sectional study is the type of research design used in this

Time Period : 2 months (Febuary-April)

Information Gathering :To collect data, questionnaires were distributed to Multispecialty Hospital staff members.

Data collection procedure: A semi-structured survey was used, with both open-ended and closed-ended items.

To determine how pleased individuals were with particular retention criteria, the most restricted closed-ended questions were utilised.

Sample Size: 106 respondents (140 questionnaires were gathered, but 106 remained after removing the empty ones).

Employees who have worked for the business for at least a year make up the sample group.

Qualitative Information:

There is just one open-ended question that can be examined, and that is: What steps can a company take to enhance the wellbeing of its employees?

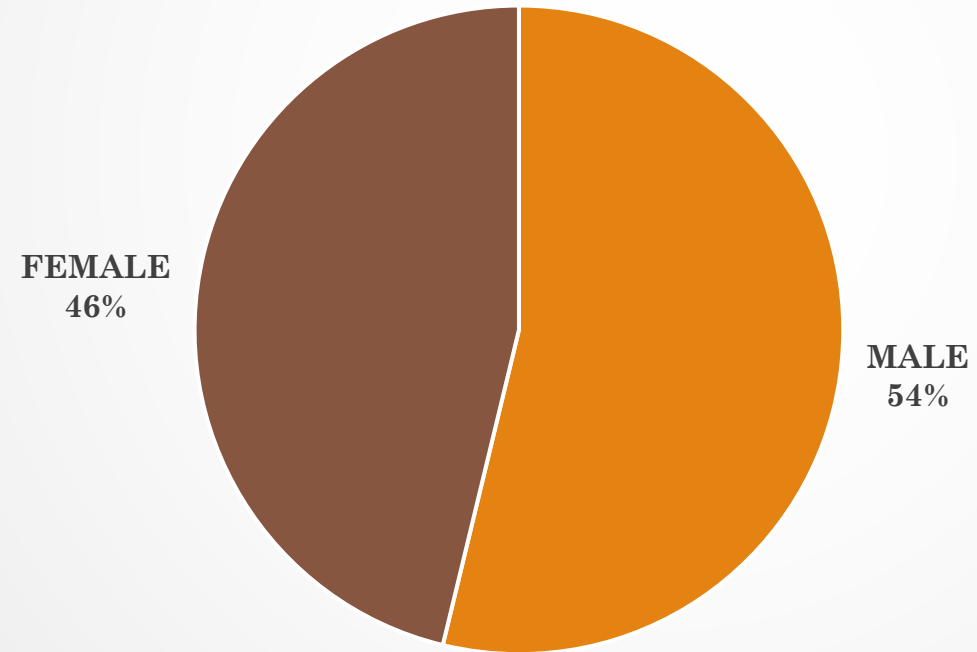
Criteria for inclusion personnel in the administrative, paramedical, information technology, pharmaceutical, and nursing areas

Exclusion criteria: physicians

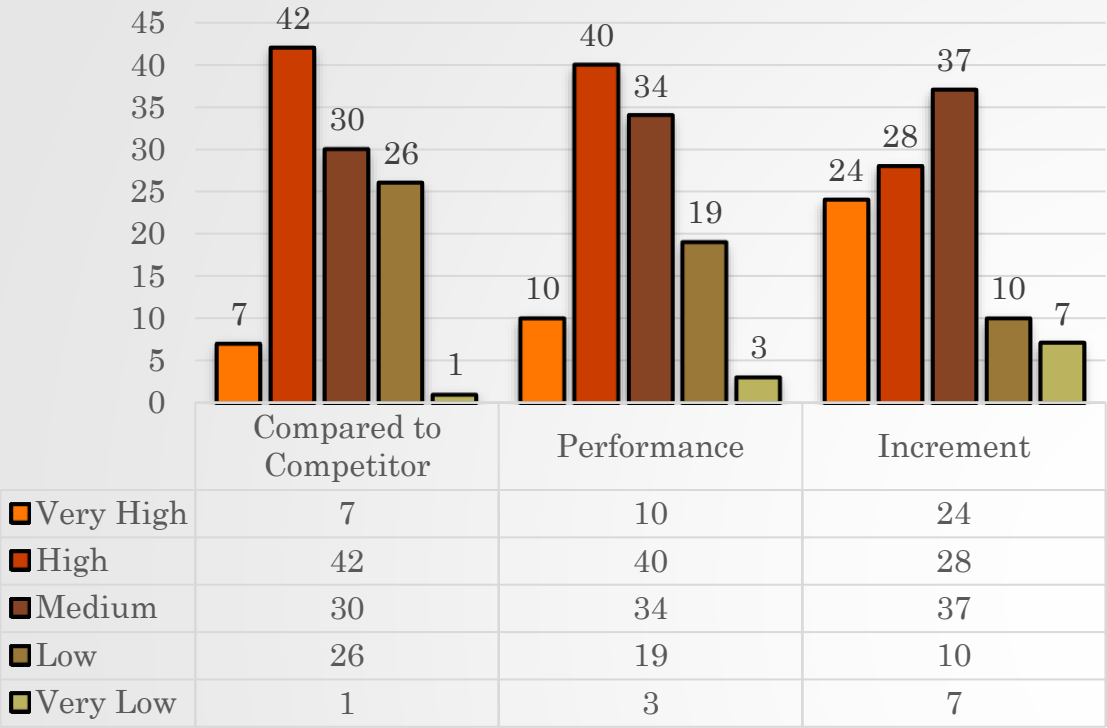
Interactive HR Dashboard

N=106

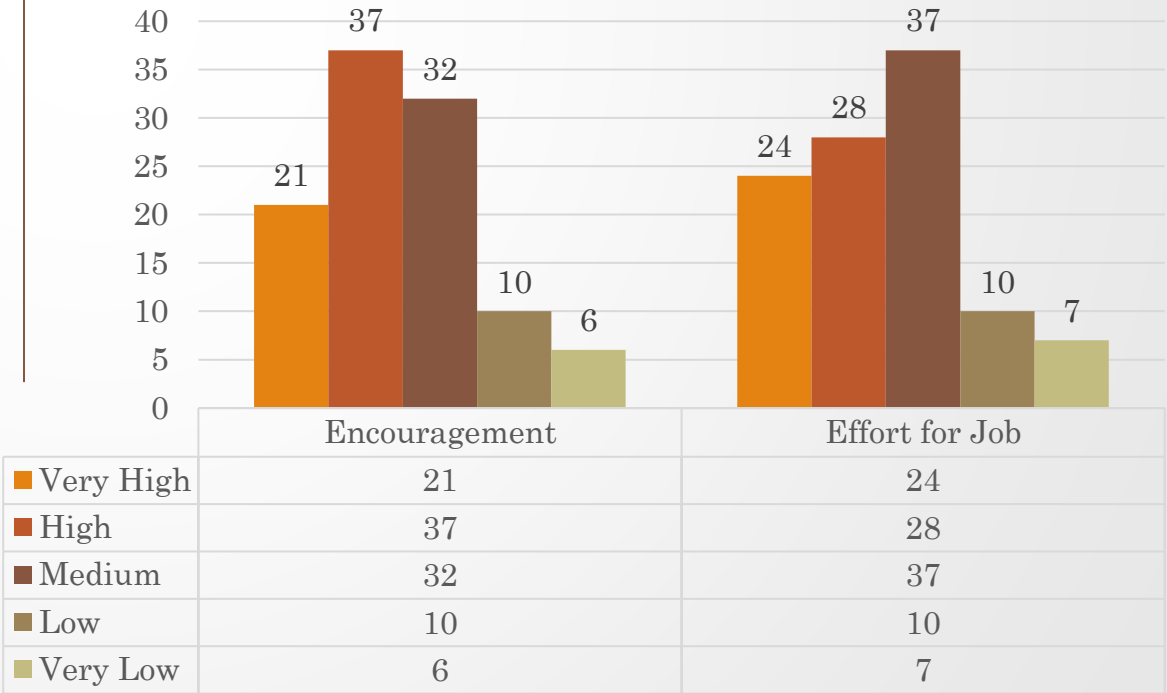
Attrition by Gender



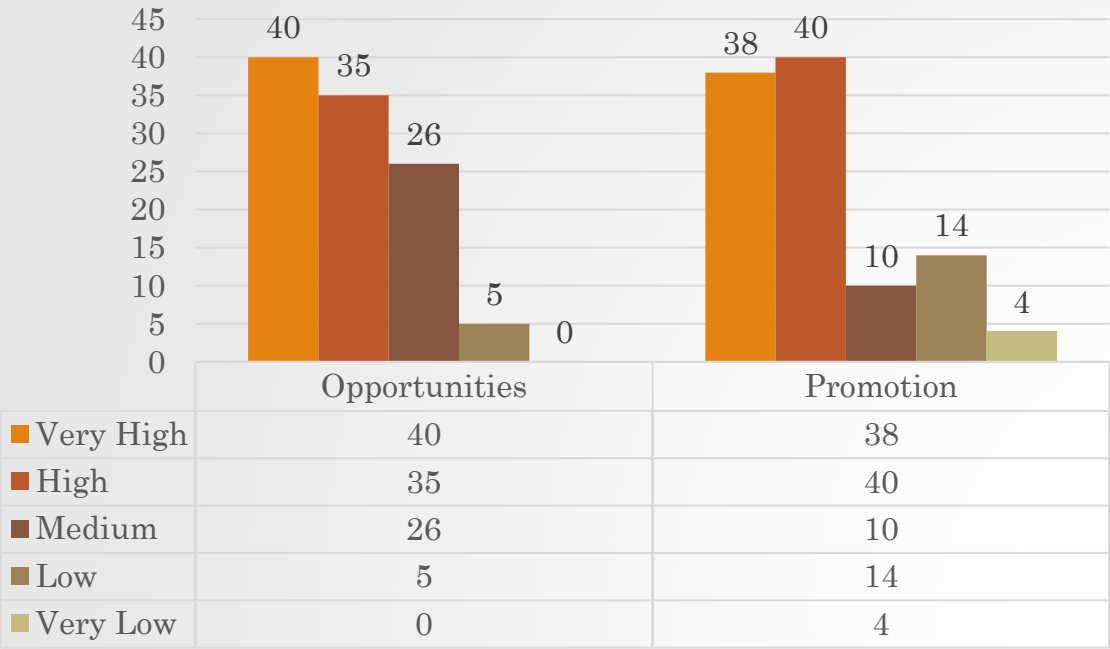
SALARY



Superior-Subordinate Relationship



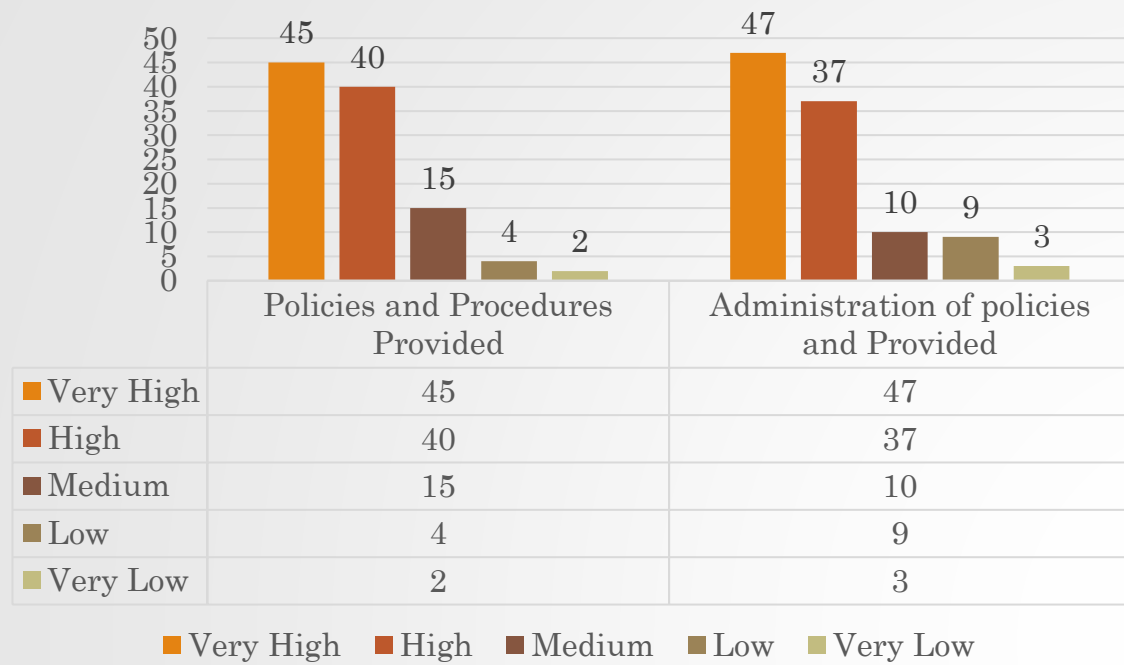
Growth Opportunities



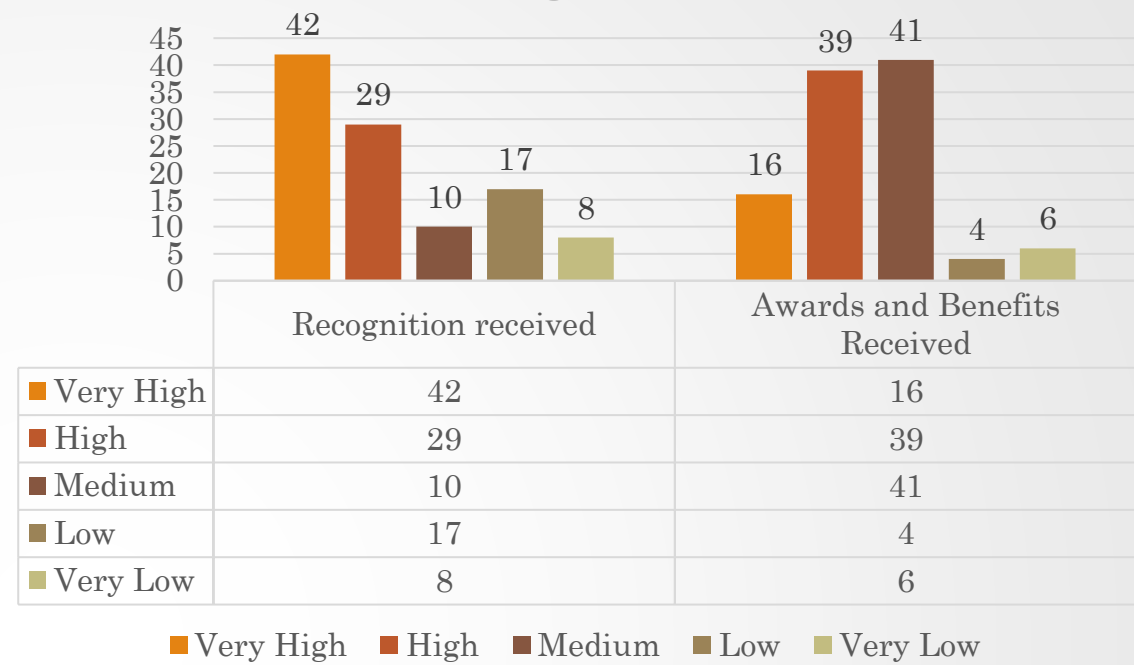
Facilities



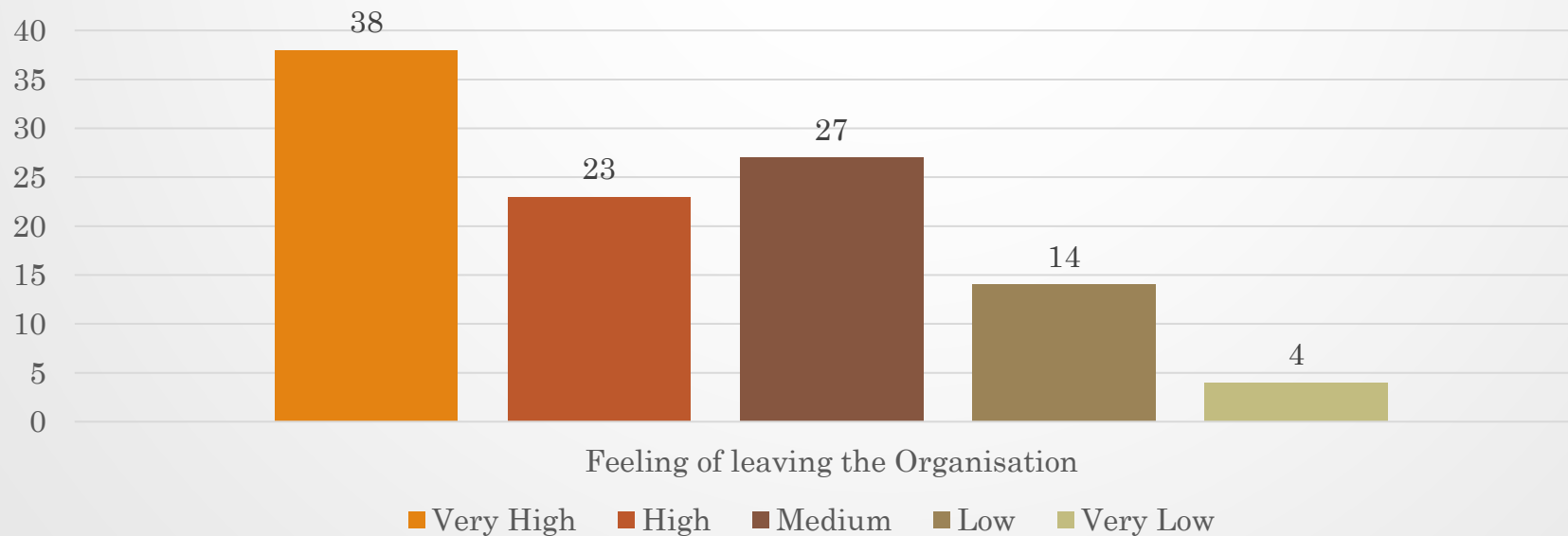
Policies and Procedures



Recognition



Intention to leave



	1. Salary and intent to leave an organisation have association	2. Association between the connection between superiors and subordinates and the desire to leave the organisation	3. Growth potential and the likelihood of leaving the organisation are linked	4. Policies and procedures and the likelihood of leaving the organisation are related	5. Recognition and Intention to Leave the Organisation Have an Association	6. Appreciation and the Intention to Leave the Organisation
The chi-Square test statistic:	28.41	2.636	16.22	9.63	9.63	29.72
Degrees of freedom:	8	4	4	4	4	4
p-value:	< 0.001	0.619	0.002	0.048	0.048	< 0.001

RECOMMENDATIONS

Programmes for increasing employee engagement may be a useful strategy for bridging the gap between work and personal time. The attrition rate may be lower and they will be more engaged in their job, which will be beneficial to the staff. The "Use it or lose it" vacation policy may be a terrific morale-boosting narrative for the staff and aid in stress management.

The companies could provide their personnel with training in areas like personality development and self-improvement every three or six months when this status has to be evaluated and relevant action can be taken. The future would benefit from receiving this teaching.

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Thank You
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