

A STUDY ON RECRUITMENT AND SELECTION PROCESS IN SARVODAYA HOSPITAL, HISAR, HARYANA



INTRODUCTION

Recruitment and Selection is the process of sourcing, screening, short listing and selecting the right candidates for the filling the required vacant positions.

RECRUITMENT means attracting of qualified candidates for job opening that might have in a hospital or in an organization. SELECTION means finding out the most suitable candidate from qualified candidates.

RATIONALE

Attracting the right caliber of people is essential for the success of any organization in reaching their strategic goals. Effective recruitment and selection processes will ensure that the right people, with the right amount of skills and experience and the right organizational fit are aligned with that organizational goals

OBJECTIVES

- 1)To know the various source of recruitment and their availability at Sarvodaya Hospital.
- 2)To obtain the feedback of employees about the recruitment and selection procedures followed in the hospital
- 3)To review the recruitment process and to make improvements to forthcoming recruitment programs at Sarvodaya Hospital.
- 4)To find out effectiveness of selection procedures at Sarvodaya Hospital.
- 5)To know the various methods of selection procedures adopted by Sarvodaya Hospital.

RESEARCH METHODOLOGY

Study Design -: Analytical cross-sectional

Study Site- Sarvodaya Hospital, Hisar

Study Population- Employees in Sarvodaya Hospital

Duration of Study– 2Month

Type of Data- Quantitative

Sample size – 100

Sampling technique: non probability sampling

Tool- checklist

Data collection-Primary and Quantitative
(3 weeks)

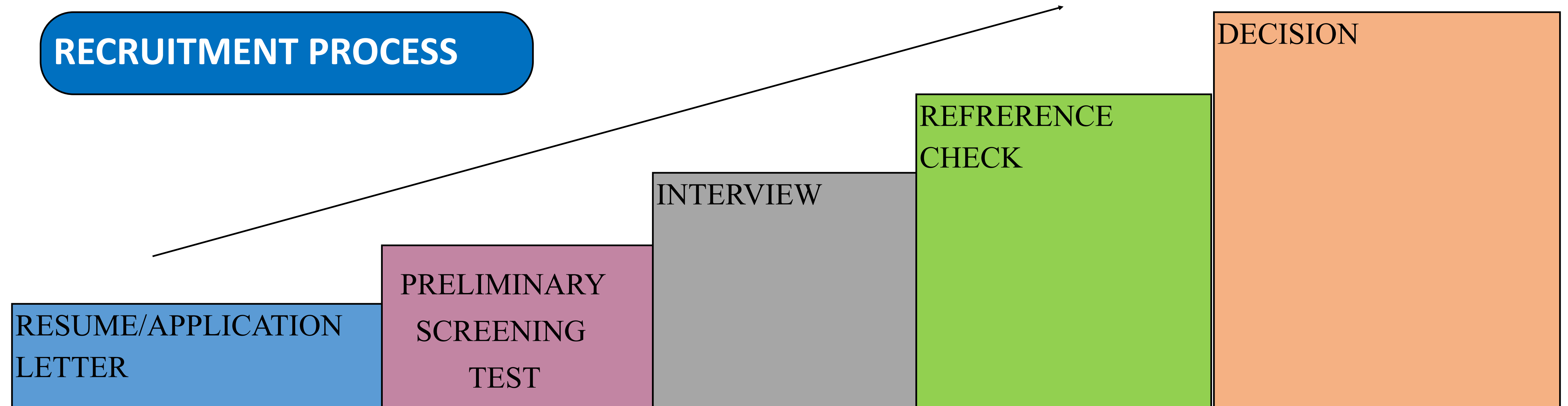
Data Analysis- Using bar charts, pie charts in Microsoft Excel

RECOMMENDATIONS

- 1)It was found that most of the selections were done through employee referrals at Sarvodaya hospital. Hospital should increase others mode of recruitment i.e. by increasing campus recruitment or through advertisements.
- 2)Should increase nurse's recruitments as there is less nurses available in ICU departments and other departments.
- 3)Should be strict about the attendance of nurses as it was observed some nurses came late to hospital and left early before their duty ends.
- 4)From the study on recruitment and selection process it was found that in Sarvodaya hospital there is high turnover of employees So, fringe benefits

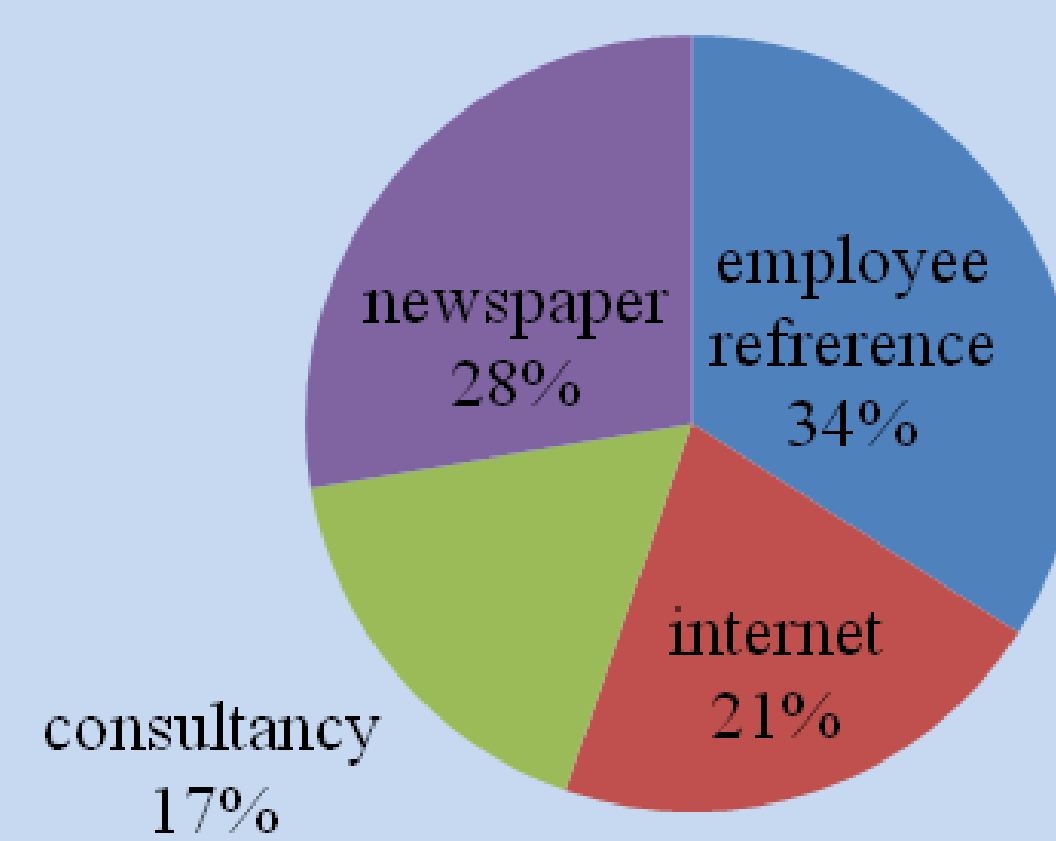
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RECRUITMENT PROCESS



FINDINGS

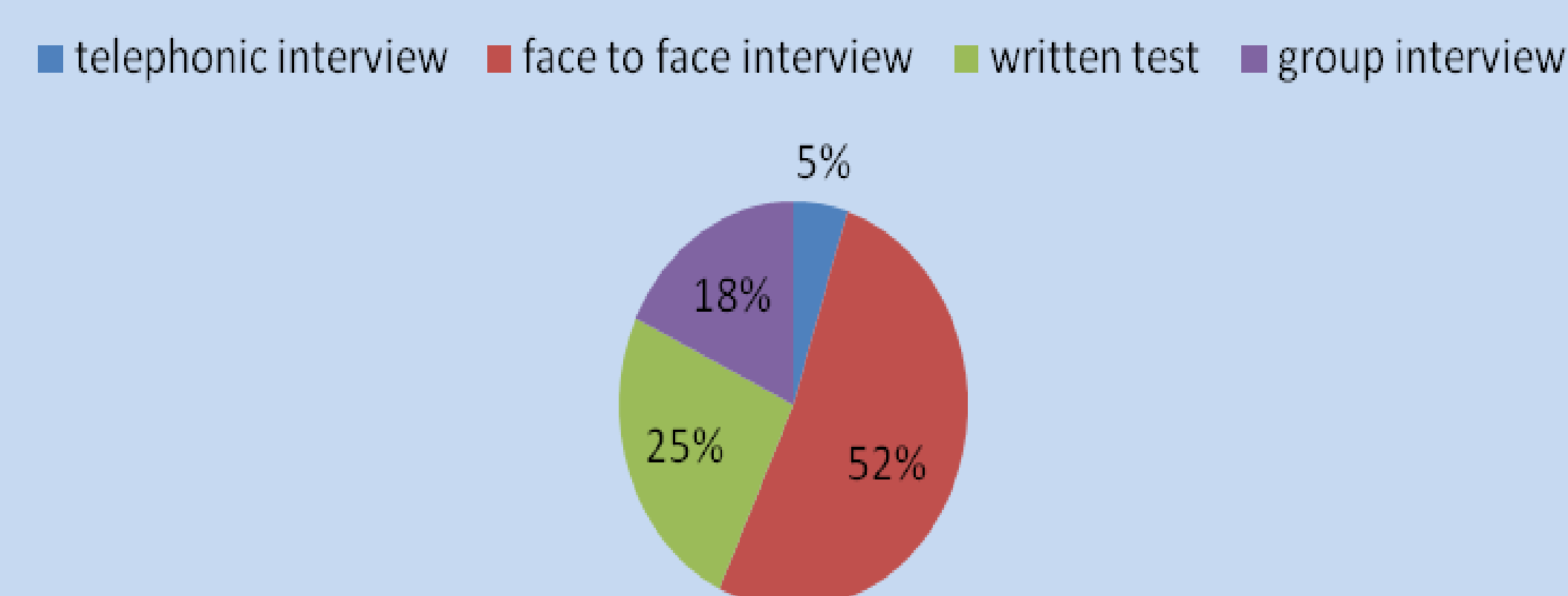
Source of information about vacancies in Hospital



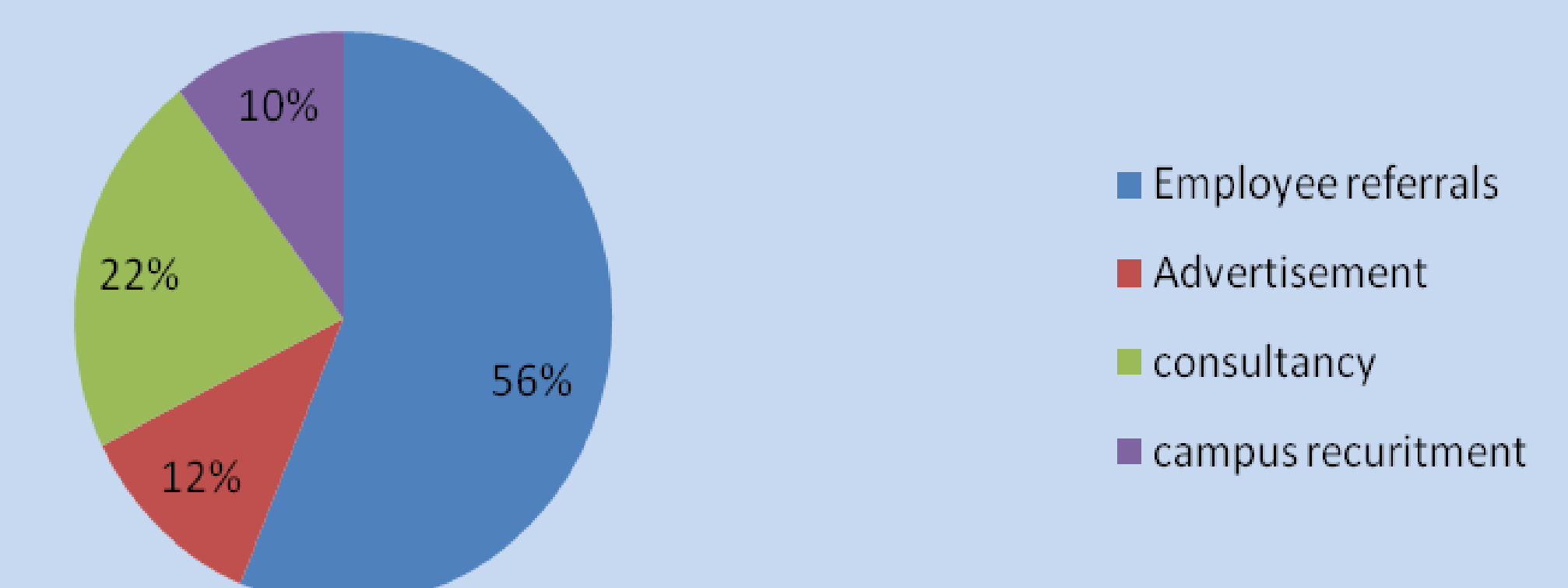
Opinion of employees on the selection process



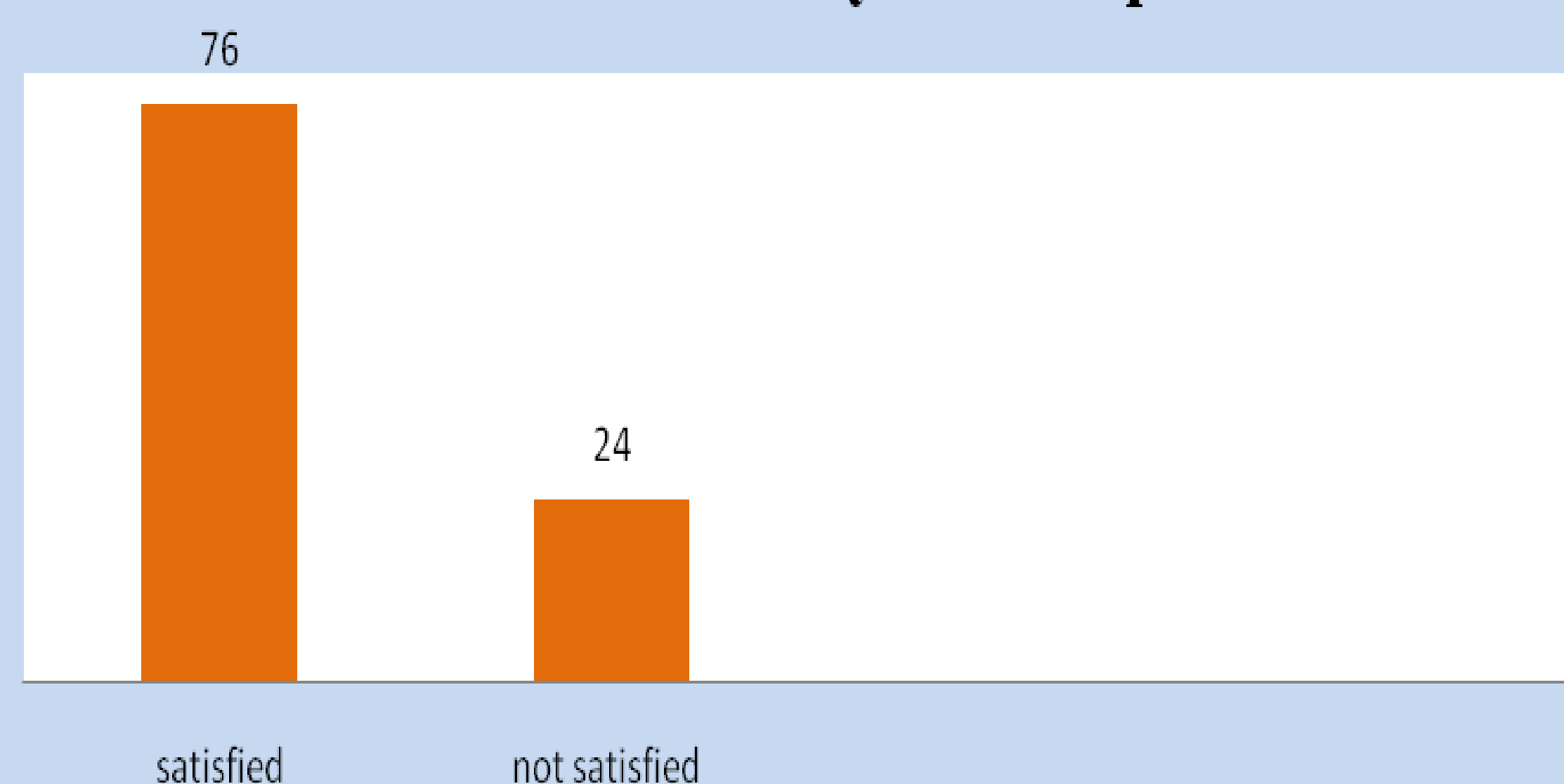
Employees views about selection process



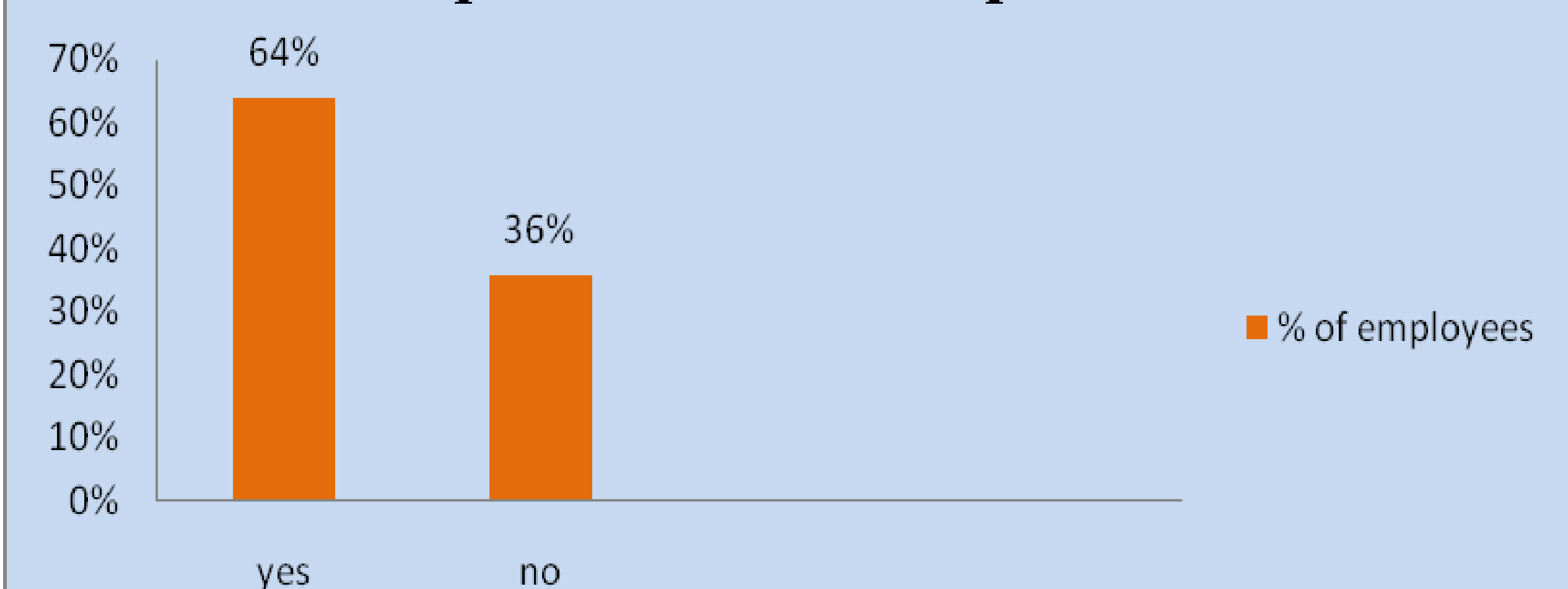
View of employee about the selections in Hospital



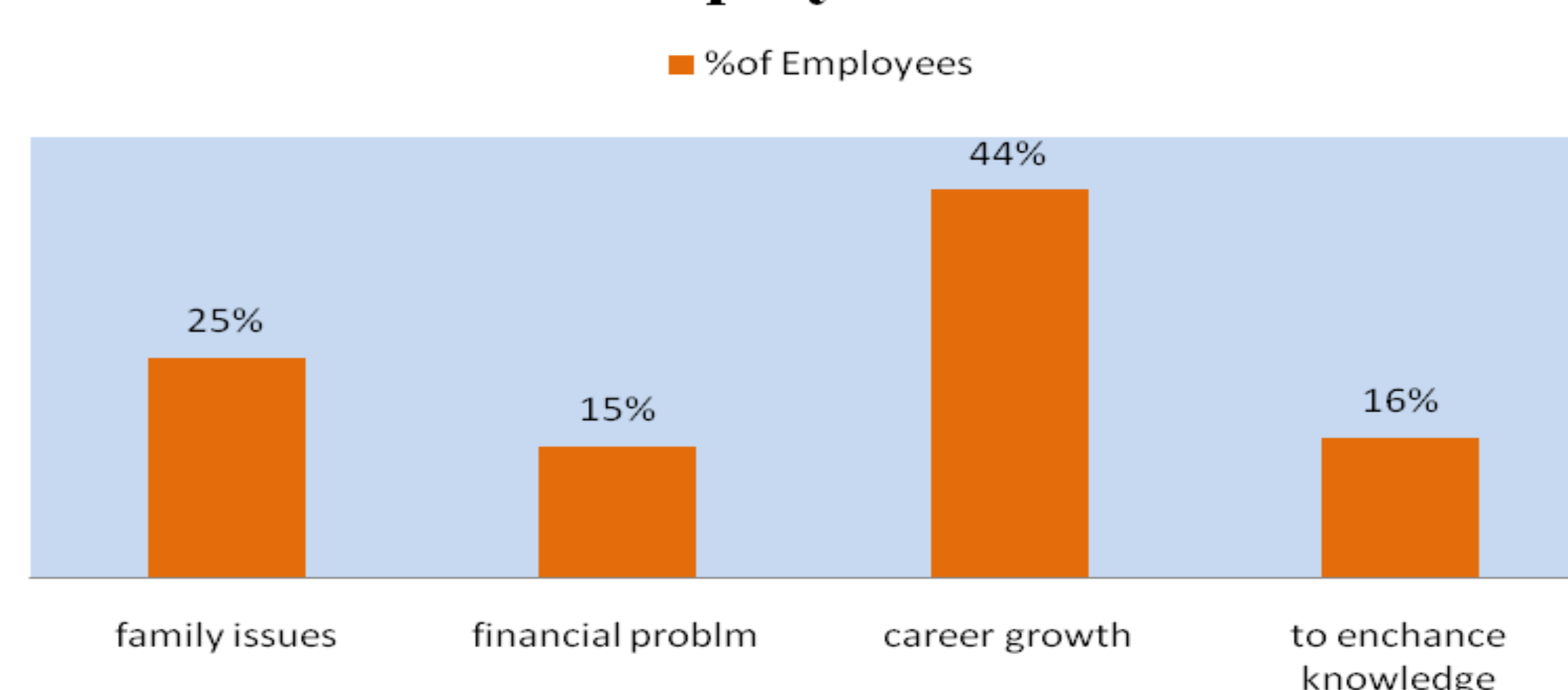
% of Employees satisfied by the way of vacancies filled by the Hospital



Employees point of view about timeliness of recruitment and selection procedure in Hospital



Reasons for choosing the Hospital for employment



Will Employee recommend to their friends and relatives to apply for job in the Hospital

