

KNOWLEDGE AND ATTITUDE TOWARDS ORGAN DONATION AMONG INDIAN YOUTH

Dissertation Submitted to

The IIHMR University, Jaipur



for the partial fulfilment for the award of the degree of
Master of Business Administration (MBA)
in
Hospital and Health Management
Management

by
Atharva Bahad
Under the Supervision and Guidance of
Dr. Pallavi Choudhary Agarwalla
2021

Internship Certificate

MOHAN FOUNDATION

CONTRACT OF EMPLOYMENT

THIS AGREEMENT is between

- (1) **MOHAN FOUNDATION** whose Office is at 7th Floor, Trust House, 35 Hospital Avenue, Dr E. Borges Road, Parel 400 012 ("the Employer") and
(2) **Mr. Atharva Bahad** ("the Employee")

IT IS AGREED that the Employer will employ the Employee and the Employee will work for the Employer on the following terms and conditions:

1. Job title

The Employee's position is that of **Project Executive**.

The Employee may from time to time be required to carry out such other reasonable duties as the Employer may decide, without additional remuneration, should this be necessary to meet the needs of the business.

The Employee will be reporting to Ms. Jaya Jairam, Project Manager, MOHAN Foundation.

2. Commencement and continuity of employment

The Employee's employment with the Employer will be for **one year** began on **1st April 2021** and shall be renewed based on the performance. During the contract period this employment may be terminated by either party giving one month notice to the other in writing. Absent to work by the employee during contract period will be treated as leave without pay.

The Employee's continuous employment, taking into account any service with Employer and with any previous employer which counts, began on **1st April 2021**.

3. Hours of work

The Employee's normal working hours are Monday to Saturday from 10.00 am to 6.00 pm.

The Employee may be required to work such further hours as may be necessary to fulfill his duties or the needs of the business. Whenever possible, the Employer will give the Employee reasonable notice of any additional hours.

4. Place of work

The Employee's normal place of work will be at Maharashtra and will be based at Mumbai provided that the Employer reserves the right to change this to any place within India.

MULTI ORGAN HARVESTING AID NETWORK

H.O: Toshniwal Building, 3rd Floor, 267 Kilpauk Garden Road, Chennai 600010 (INDIA), Tel: 044-26447000, Fax: 91-44-26263477

E-Mail: info@mohanfoundation.org, mohanfound@gmail.com
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100% Tax Exemption allowed U/S 80 G and 35 A/C for donation

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5. Payment

Payment is at the rate Rs.30, 000/- per month of which TDS will be deducted for Income Tax purpose as per TDS rates.

6. Assignment, Transfer and Deputation

MOHAN Foundation may send you on deputation/transfer/assignment to any of the Foundation's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future for short term (less than one month). Long-term stay would be finalized with mutual consent.

7. Non-Disclosure Agreement

You will not during the course of your employment with the Foundation or at any time thereafter divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the Foundation, of any information or knowledge obtained by you during your employment as to the business or affairs of the Foundation including development, process reports and reporting system.

Prior to joining organization, you will ensure that you will be free from any contractual restrictions preventing you from accepting this offer or starting work on the joining date.

8. Indemnity

The Employee will indemnify the Employer in respect of any liability incurred by the Employer as a direct consequence of the Employee's negligence, breach of contract, breach of duty or breach of trust in relation to the affairs of the Employer.

9. Data protection act

The Employee consents to the holding and processing of personal data provided by him/her to the Employer for all purposes relating to this employment, but not limited to administering and maintaining personnel records, paying and reviewing salary and other remuneration and benefits, undertaking performance appraisals and reviews, maintaining sickness and other absence records and taking decisions as to the Employee's fitness for work.

The Employee further acknowledges and agrees that the Employer may, in the course of its duties as an employer, be required to disclose personal data relating to him/her, after the end of his/her employment. This does not affect the Employee's rights under the Data Protection Act 1988.

Signed by the Employer



Ms. Jaya Jairam
Project Manager
Date : 31- March -2021

Signed by the Employee



Mr. Atharva Bahad
Date : 08/04/2021

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ABSTRACT

- The Organ donation is the vast topic which can be said as a ray of hope for the patients who are suffering from organ failure. The organ donation is basically the transplantation of solid organs and tissues from one individual into another. It may include internal organs such as kidneys, heart, liver, pancreas, digestion tracts, lungs etc. It is vital that the young people of our country youth ought to be all around educated with respect to organ donation. The adults fundamentally old enough going from (18-29) is chose in this research as they are defenceless and are more able to consider or acknowledge new ideas and thoughts as they are yet in a comprehensive learning measure in their lives. Teaching the youth with veracious realities about the current circumstance of low organ donation rate in India and the related organ donation processes will bring about a positive expanding organ donation rate. The reason for our examination was to survey the information on Indian youth regarding the organ donation. Furthermore, to discover their eagerness to give their organs.

Introduction

- Organ donation is the route toward relocating the tissues or organs from a live, or dead, individual to be used in another. A couple of organs can be given by a living person. The organs can likewise be given by someone dead, anyway this ought to show up at the recipient several hours after the supplier's passing.
- " Role of society assumes a significant part in relocate program particularly in the event of body transfers. There is an earnest requirement for expanded public mindfulness regarding organ donation and more prominent exertion should be taken to dissipate concerns in youth with respect to something very similar. The information and disposition towards organ donation are a significant and wide theme to examine.
- The young should be all around educated regarding organ donation for them to settle on the suitable decisions regarding theirs and their family members' finish of-life choices. The motivation behind the examination was to evaluate the information and mentality among Indian youth regarding organ donation and to check their eagerness to give their organs. We picked youth as the objective populace of study for two principal reasons.
- They are probably going to be responsive to novel thoughts as they are yet in a concentrated learning measure in their lives. Outfitting the young with right realities about the current circumstance of low donation rate in India and the connected donation interaction will empower them to acquire an uplifting outlook toward donation.

Research Methodology

3.1.1 Research Design

A study was set up on the google forms and given to those having a spot with a specific age range (18 – 29 years old) to evaluate the information and disposition towards organ donation. This age range was picked following the significance of "youth" as per United Nations (UN) people prospects, the juvenile people (15-29 years) [10]. Subsequently, we picked this age as the lower age limit. This age restriction was moreover to ensure the age genuine, season of organ donation in India.

3.1.2 Data collection tool and technique

We drove a cross-sectional assessment using the convenience sampling technique,

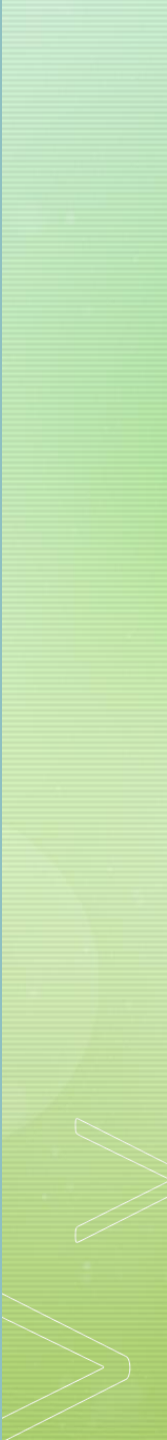
3.1.3 Scope of research, time, and location

With people who are by and large understudies and used and which have ages which are particularly in the extent of 18-29. Individuals were picked on a wilful reason with no compensation given. All understudies tended to self-coordinated reviews. The time of the study was from 20-05-2021 to 22-6-2021, in which responses were collected. The responses were collected from the youth which are in the age bracket of 18-29 from India.

- **3.1.4 Research Question**

- What is the knowledge and attitude of Indian youth regarding the organ donation and their willingness to donate organs?

- **3.1.5 Research Objective**

- To access the knowledge of Indian youth regarding organ donation and regarding their willingness to donate organs.
 - 110 responses were recorded for the examination. The overview structure included segment information like age and sex and 15 close-ended questions.
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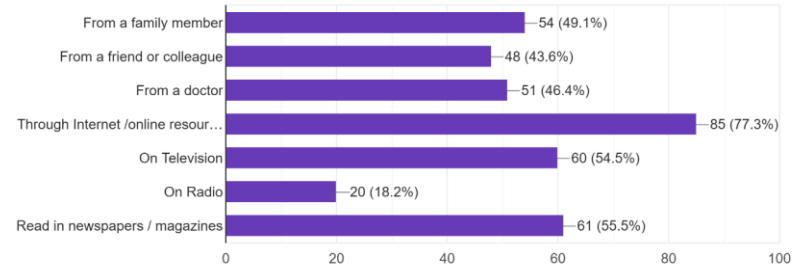


The questionnaire was designed to determine certain parameters such as

- 1) To assess the familiarity and what is the most common communication method for organ donation.
- 2) To assess the attitude towards organ donation
- 3) To assess how close the topic of organ donation is to the participant.
- 4) To assess the knowledge levels.
- 5) To assess the perception of ethics in organ donation.
- 6) To assess individual level commitment to organ donation.

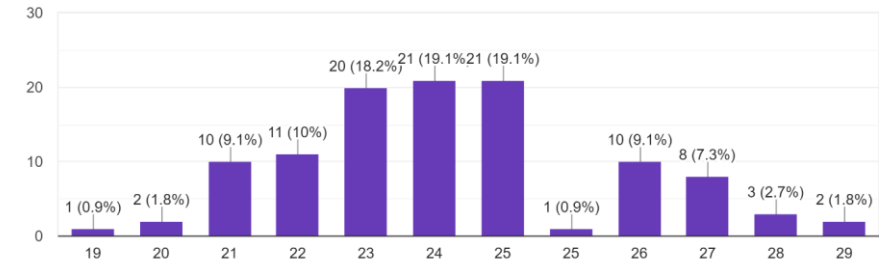
Results obtained

If Yes, from which of the following sources did you hear about organ donation? (You can choose more than one option)
110 responses



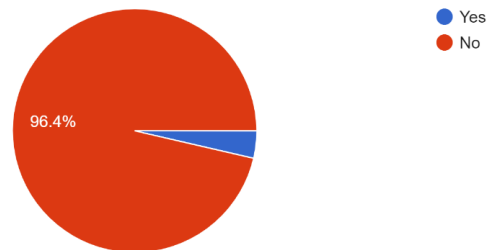
Age (in years)

110 responses



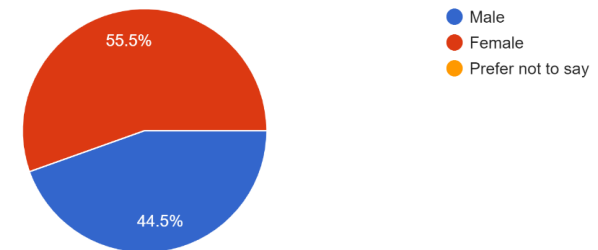
Have you ever donated an organ?

110 responses



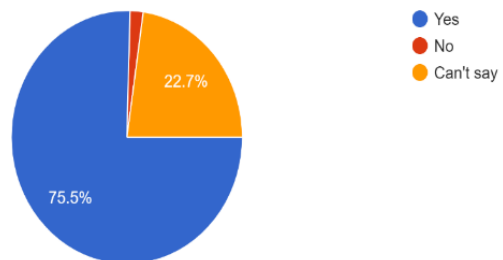
Sex

110 responses



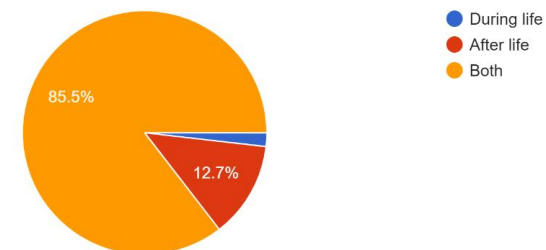
As the next of kin, would you be willing to donate the organs of your loved one?

110 responses



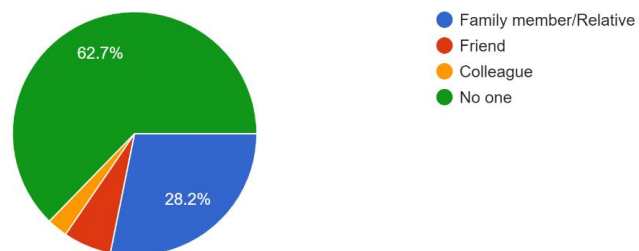
When do you think can organs be donated?

110 responses



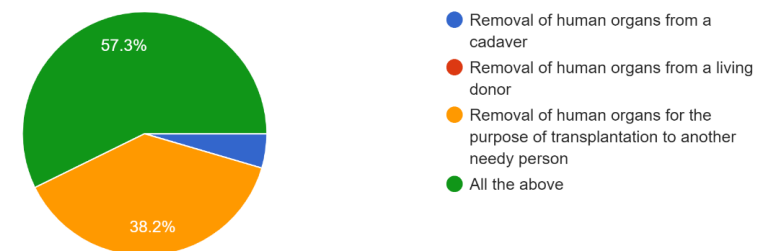
Do you know of anyone who has donated an organ?

110 responses



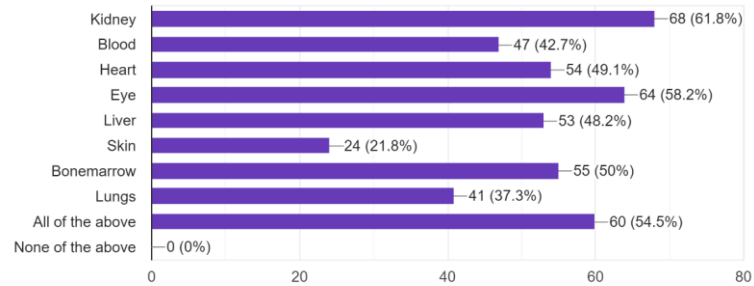
What do you understand by the term "Organ Donation"?

110 responses



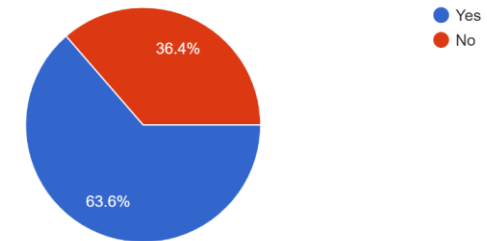
What organs can be donated? (You can choose more than one option)

110 responses



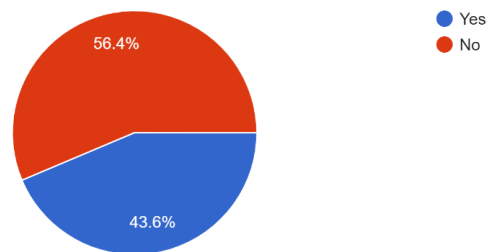
Are you aware that a parliamentary law in India recognizes brain death as a form of death so that organs can be donated to needy patients?

110 responses



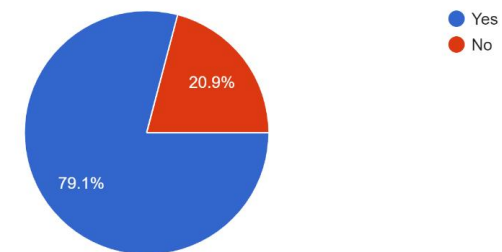
Do you know what an organ donor card is?

110 responses



Have you heard of brain death?

110 responses



Sr no.	Questions	n	%
1)	Have you ever heard of the term "Organ Donation"?		
	Yes	110	100
	No	0	0
	If yes, you heard about organ donation through which of the following sources?		
	From a family member	54	49.1
	From a friend or colleague	48	43.6
	From a doctor	51	46.4
	Through Internet /online resources	85	77.3
	On Television	60	54.5
	On Radio	20	18.2
	Read in newspapers / magazines	61	55.5

Sr no.	Questions	n	%
1)	Do you think Organ Donation should be promoted?		
	Yes	110	100
	No	0	0
	If No, why not?	-	-
	Fear that organs could be wasted / mistreated.	-	-
	Would not want to be cut open or mutilated	-	-
	Religious beliefs	-	-
	Family/parent refusal	-	-
	Can lead to organ trade / violation of rights	-	-
	Others:	-	-

Sr no.	Questions	n	%
1)	Have you ever donated an organ?		
	Yes	4	3.6
	No	106	96.4
2)	Do you know of anyone who has donated an organ?		
	Family member	31	28.2
	Friend	7	6.4
	Colleague	3	2.7
	No one	69	62.7
3)	As the next of kin, would you be willing to donate the organs of your loved one?		
	Yes	25	22.7
	No	2	1.8
	Cannot say	83	75.5

Sr no.	Questions	n	%
1)	What do you understand by the term "Organ Donation"?		
	Removal of human organs from a cadaver	5	4.5
	Removal of human organs from a living donor	0	0
	Removal of human organs for the purpose of transplantation to another needy person	42	38.2
	All the above	63	57.3
2)	When do you think can organs be donated?		
	During life	2	1.8
	After life	14	12.7
	Both	94	85.5
3)	What organs can be donated?		
	Kidney	68	61.8
	Blood	47	42.7
	Heart	54	49.1
	Eye	64	58.2
	Liver	53	41.2
	Skin	24	21.8
	Bone marrow	55	50
	Lungs	41	37.3
	All the above	60	54.5
	None of the above	0	0
4)	Have you heard of brain death?		
	Yes	87	79.1
	No	23	20.9
5)	Are you aware that a parliamentary law in India recognizes brain death as a form of death so that organs can be donated to needy patients?		
	Yes	70	63.6
	No	40	34.4

Sr no.	Questions	n	%
1)	Why do you think organ donation is done?		
	To simply save someone's life, without any other expectations	109	99.1
	For money	1	0.9

Sr no.	Questions	n	%
1)	Do you know what an organ donor card is?		
	Yes	48	43.6
	No	62	56.4
2)	Are you willing to carry an organ donor card and express your desire about organ donation after your death?		
	Yes	100	90.9
	No	10	9.1

Discussion

From the above results various factors can be assessed when we talk about the knowledge and attitude towards organ donation among Indian youth.

- For the 1st parameter i.e., To assess the familiarity and what is the most common communication method for organ donation. Almost every respondent has heard about the term organ donation and the internet or online resources, and television are the best source of knowledge about organ donation whereas the radio and friends and colleagues are not that good source of organ donation.
- In the 2nd parameter which was to assess the attitude towards organ donation each respondent thinks that the organ donation should be promoted for good cause.
- The 3rd parameter was to assess how close the topic of organ donation is to the participant. It was seen that though the numbers of respondents were very less who have donated their organs but have a little bit of information of their family members those who have donated their organs. Alongside that enormous level of respondents are no certain with regards to ability to give the organs of their friends and family, as the closest relative and just quarter of the entire example size will give the organs of their friends and family, as the closest relative.

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- The 4th parameter was to assess the knowledge levels. In this section it can be observed that only 57.3% of the respondents truly understands the term “Organ Donation”. While different respondents comprehend organ donation as just evacuation of human organs with the end goal of transplantation to another penniless individual or just expulsion of human organs from a corpse. Also, almost 15% of the respondent think organs can be donated during or after life but not both. Which is a wrong concept. When comes to knowledge about which organs can be donated, majority of the respondents knew about kidney donation, eye (cornea) donation and bone marrow. Around 54.5% of respondents knew about all the organs which can be donated whereas there are a smaller number of respondents which knows about the skin and lungs donation. Around 20% of the respondents do not know about the brain death which is an important aspect when it comes to the organ donation procedure and activities. Also, around 34.4% do not mindful that a parliamentary law in India perceives cerebrum demise as a type of death so organs can be given to destitute patients.



- The 5th parameter is regarding to assess the perception of ethics in organ donation. From this section it can be found out that 99.1% of the respondents knows that the organ donation is done to simply save someone's life, without any other expectations.
- The 6th parameter is regarding to assess individual level commitment to organ donation. From this section it can be observed that many respondents do not know what organ donation card which is step back when it comes to the organ donation activities but also it can be seen that almost every respondent is you willing to carry an organ donor card and express your desire about organ donation after their death.



Conclusion

- From the above study it can be concluded that there is a glimpse of familiarity of organ donation in Indian youth and has an attitude for promoting organ donation. The youth is more aware of the organ donation when one of their family members have donated an organ which shows the closeness to organ donation.
- Also, almost 1/3rd of the youth does not know the exact meaning of organ donation which is a set back and the youth should be educated for this good cause. Some of the youths are not clear that the organ donation can be done both after and before life.
- A good number of youths is aware about different organs which can be donated but are less aware about skin and lungs donation comparatively.

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- With regards to information regarding organ donation, around 1/3rd of youth does not know that a parliamentary law in India perceives cerebrum passing as a type of death so organs can be given to penniless patients.
 - With regards to view of morals in organ donation pretty much every youth realizes that the organ donation is never really save somebody's life, with no different assumptions. Discussing the individual level obligation to organ donation, albeit a decent number of young people has ability to convey an organ donation card, however they till still they do not know what an organ donation card is.

Recommendations

From the above study it can be recommended that the youth need to more aware about organ donation and its importance not only when it is relating with one of their family members, the youth should be educated what is the actual meaning of organ donation and all the concepts should be clear in mind which are regarding the organ donation. They should be also aware of the parliament law in India which perceives cerebrum passing as a type of death so that organs can be donated to the needy patients. It is desirable that the youth should know about the organ donation card such that they can pledge to donate their organs in future.

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