Chapter IV

Implementation of Human Resource Management in Hospital Services

"The planning, organizing, directing and controlling of the procurement, development, compensation, integration, maintenance and reproduction of human resources to the end that individual, organizational and societal objective are accomplished"

Flippo

4.1. Introduction:

Human resource management organizations are connecting with people and each other to achieve the goal of both the people and the organization, which helps in the process. Various policies, procedures and methods to achieve their goal of both employees and the organization are designed to help.

Human resource management come out from management as a branch that behave with people at work, the organization is related with management dimensions. Therefore, develop their skills to achieve a higher goal is to provide the motivation and the commitment to maintain the level of work is important, be sure to acquire them, including people.

Relationship between the organization and the personnel responsible for human resource management decisions for all involved. HRM, planning schemes, so that the power of the procurement functions, development, maintenance and use of the management functions are regulated. HRM sometimes just human resources (HR) is called. A company's human resources department employee behavior and policies governing the behavior of its employees across the company, online implementation and / or are responsible for supervision.

Human resources are an emphasis on employees as business assets are actually employee management. In this context, employees are sometimes referred to as human capital. Other business assets, with the goal of reducing the risk of the investment (ROI) return on the increase, effective use of personnel.

This is related to activities of department, these are known as personnel management. It was commonly associated with human administration. The works were carried out by the Department of recruitment and selection, compensation,
evaluation, development, complaint handling, retirement, Register And so forth. The importance of the organization and administration of manpower has been introduced in the bureaucratic set-up was developed. Now, human resource management human resources to achieve the organization's objective are to help the recruitment and deployment of such a process can be defined as that which is to come. Considering HRM recruitment and selection, development, motivation and retention is under management to people who are concerned with the parameter. Energy and competencies that the main functions of management, is one. Human resource management and the changing environment position, to ensure right man to help. The appropriate industrial relations should be taken.

4.2 Management therotical Concept:

Prior to taking up the study of man power management, it is essencial to have an idea of what is normal maintenance. Management ...... a part of the universal discipline of HR work force is an important part. Regular management to human with material resources of the economy and the proper use of apt, set the time, it is a science that is concerned with the art of achieving a pre-determined results, that is. The other way to explain a set of management functions to be directed towards:

1. Setting goals or objectives.
2. In favor of the material and human resources to make the set more goals.
3. The use of such resources.
4. Noted that at a certain time to get the results.

Each organization must fulfill a certain goal. A company may, without any benefit. But depending on the purpose and the purpose is different, according to the company. Therefore, the goal of a school to impart knowledge and build character among the students, the health service and the hospital to provide the benefit of curing the sick, the industry's purpose have to made a well and common product for customers.

Without the resources to achieve the objectives. And if it is not perceived as a useless goal. It will remain only a dream. Or serve as a means of fulfilling the objectives of the resource in order to get results. Without that it is impossible to reach the targets set. Just as an army, but the discipline and training to win wars without the necessary equipment, so any company, industry, hospital or school without the aid of
the necessary resources to be able to get the results. There are basically two types of sources.

(A) physical resources: 1) Money, money and credit, 2) land and building, 3) the power of water, air, electric, electronic, 4) Raw material, 5), machinery, equipment, tools, etc

(B) Human resources: management, middle management, ie Persons, other workers, etc.

A company's human resources working in the company are all human beings. However, human resources, material resources are inanimate and animate ones. It is first necessary to create it, or is available for work and the organization of material resources should be noted that with the humans. Therefore, no matter the resources available without humans that may be asserted. But it is a simple waste of human resources, to appoint a qualified person to do the job is over. In contrast, the need for more jobs, less qualified individuals with the skills to employ the use of human resources in the wrong, and Responsibilities

4.3 Human Resource Management 3R’s

All of the functions of human resource management periodically logically categorized under the 3 R's. It expresses the essence of HRM.

(I) Recruitment: Personnel planning, job analysis, job knowledge, an open application, labor groups, inviting applications, screening applications, inconsistent interviews, interviews, contact with selecting candidates.

(II) Retainment: induction, placement, job assignment, the basic employee, counseling, wage and salary administration, leave, shift system, transfers, discipline management, grievances and their settlement, communication engineering, incentives, rewards, motivation, training, administration, employee welfare, supervisory leadership, human policy, employee assessment, promotion, union management relations, collective bargaining, workers participation in management, public relations.

(III) Retirement: Retirement interview, reward and recognition, provident fund, pension, gratuity, for the filling of vacancies (Recruitment)

Organizational objectives.

Therefore, the most important aspect of the job. Every manager, managing people today realize that the most important human resources managers in doubt
Unless properly managed human resources to achieve organizational goals and objectives and to accomplish organizational goals will be in jeopardy. Human resource management, therefore, the importance of the business sector is unprecedented. It is universally recognized as the heart of the management process. In fact, no company can exist without proper human resource management. Managing people is no longer based on his impressions or an intuition is a function performed by an executive. Human needs, motivation and morale, and so on, organizational commitment, human capabilities, career expectations, HRD needs and requirements of leadership, human relations, job context and the content of the job, and in large quantities. This is especially so because of the tremendous changes in recent years is the professional structures. Moreover, the widespread behavior of technology in preparing people in man power is another area that deserves to be kept in mind Management.

4.4 Evolution of Human Resource Management:

A part, it has necessary to know evolution to man power. That has the traditional title for the majority of the people, by the discipline of Personnel Management will continue to look. HRM is a term used in the industrial sector due to the changing trend today. Coming to the evolution of HRM, it has been around since the age of concern for the welfare of workers in the management of the business is. Koutilya his "Arthasastra" 400 BC has dealt with some important aspects of human resource management. Government organizations and employer-employee relations cupasaguru systematic approach to control it. Else where, earlier in the management of human resources, has received attention. Initially BC As in 1800, 'the minimum wage rate 'and' wage incentive plan included in the code of Hammurabi Babylonion. HRM professionals in our country, from the Chronicle of 1920, subject to increase. It is difficult because of state intervention to support the happiness of staff, then conditions of First World War, and when it was necessary for the formation of trade unions for a long time. For the first time, selection of the workers to deal with and resolve their complaint with the recommendation to appoint the Labour officer. Jobbers industries have less services and rendering it more vulnerable. The next milestone in the welfare authorities in each factory employing 500 or more to make the appointment, Factories Act of 1948.
Following the recommendations of the Royal Commission, Labour Officer, particularly with regard to the welfare of many other tasks can be completed. Meanwhile, the labor unions are engaged in a series of legal measure employer employee working relations, working conditions, wages, hours of employee benefit enacted with a view to control. Calico Mills, Ahmedabad, doctors and a nurse engaged and enabled services. Tata in Bombay (Mumbai) in 1918 was appointed as a medical officer and showed a good deal of interest in promoting the welfare of employees. Bombay Act of 1934, whose function is to adjust the trade disputes employee grievances redressal and labor welfare officer appointed are provided in the promotion of industrial harmony. Similarly, in 1937, on the advice of the local government in Bengal Jute Mill, a mill owner, the Association of Labour was appointed to bring a solution to employee grievances.

In 1941, the Government of India, labor and employers representatives to the tripartite Labour Conference. Industrial affecting the country on the issue (a) to resolve industrial disputes process and (c) to determine the uniform of the Labour Act, (b) promoting, encouraging consultation with the opinion. In the course of time, two professional organizations, respectively, with its headquarters in Calcutta and Mumbai are set. During 1960, the staff of the functions of labor welfare, industrial relation and personnel management and integration into the emerging professional personnel management, welfare, unless the item began to expand. Experts in the new technologies of the 1980s, HRM began to talk about the challenges and human resources. Shifted the productivity of people and human values by force in 1990. Reflecting this trend, Therefore, beginning in 1920, it's a matter HRM has grown into a matured professional.

HRM is now the role of the protector and the screening is to be transferred from the planner, thin responsive institutions, Well-trained and committed to the best of the competition is the key to a company's employees are not machines. "Therefore HRM profession and it is the fastest growing industries in India have already been adopted, but has yet to enter our nation's health care institutions. Above picture shows briefly as under:
4.5 Scope and Objectives of HRM:

5.1. Scope:

Labour management, Personnel Management, Manpower management, human relationship is very wide, which is apparent from the fact that, as is the number of words, all of the major activities in life, from the time the work of the workers into an organization of his / her entry, he / she is within HRM -come to the leaves. In particular, the performance involed in man power and its related and supportive aspects like and selection, orientation, motivation and communication, welfare, safety, with health, industrial relations the like etc.. A institute of work force management and progress of perfect range as-

1 The personal parts: - in to this are included first ot last parts of the company or organizations. Which are mostly related with the personal behavior of the workers. These parts are essential for the workers and essential for the organization.

2 Profitable parts - which include restaurants, these parts are related with employees. Which are important about employees and company also? These are essential for workers on working conditions, helpful when they day to day working life. Working conditions and amenities such as recreational facilities, with the

3 In relation to the industrial aspect - as this group of employees, the company and union management relations is about relationships, related discussion, bargaining about the material, grievance of the employee, procedures of plan etc. Resolution of disputes, we can be on top of the 7 sections of the categories of activities: -

(1) HRM Introduction (2) The appointment of employees (3) employees and executive Wage (4) employee motivation (5) Employee Management (6) Industrial And the relationship of HRM (7) perspectives.

5.2. HRM objectives:

Overall, objectives to the related hospital work condition and capacity of organizations. Employees of the company or the department of the hospital to which the objectives are visualized as important targets for better pay and better working conditions, total job security, lot of opportunity for advancement include:

1 Leads to the growth of his abilities to the maximum individual Development- HRM, the ability to complete the development of the skills of an individual worker.
2 Effective uses of human resources, human resources is recognized as an asset. In contrast to other physical resources to get the lowest price, so it allows for maximum output.

3 Effective relationships between the employer and the employee- HRM them. So in that respect and trust between the developments of the work improve atmosphere to establishment a group of themself.

4 Satisfactions- HRM is to expand conection employer with employee satisfaction and motivation of the group, encourages. It creates a moral mind, and also the welfare of the whole work, and will lead to harmony.

5 Expantion into the stetus of happy life by Development and organizational performance, depending on the condition of work to maintain the stetus of happy life work. So the process of employment of related company become unsatisficed and with out social atmosphar.

6. All the ideas and opinions of the customers, but the customers as well as internal human resources and other pressing public views are possible in the sense that HRM is responsible for communicating to communicate employees HR policies.

7 Ethically and socially responsible companies society- HRM needs by ensuring the application of legal and ethical standards of ethical and socially responsible manner to ensure that the human resources to manage.

4.6 Recent Development in HRM:

Globalization and international corporate scene, all have a great impact on the development process in developing countries. A variety of developing countries, India is one of the liberalization of the new system, one facing. In the case of a competitive market in the world to capture the customer-oriented product and services suitable for the preparation of a shift from the norm has become an inevitable need. Adequate care and caution is needed to understand the requirements of the open market. Institutional development, in so far as a company to develop the skills of workers is of paramount importance.

To bring efficiency and cost effectiveness of a number of changes have taken place in the corporate sector. New People Management old developments of HR (NPM) are a gradual system of transition. So, explain the changing conditions of its wide range of activities in the field of HRM play a key role. Are empowered to take decisions in the field of their routine work. This is part and parcel of an employee of
the company that makes it feel. They accept responsibility and accountability towards their jobs. So that they are self-proclaimed.

Some of the important points to the recent development of HRM as follows:

1. Led to the globalization of international competitiveness.
2. The quality of goods or services in the global market in this competition is a good skill to match the level of demand on the bench.
3. Where the existence of any labor union or a weak or a new industry, has been noticed among the entrepreneurs to choose the location for the industries, the Japanese style of management and flexible specialization and mass production are transferred from specialization.
4. Joint working relationships with the main focus on the person as new HRM concepts, are not conducive to the function groups.
5. Transition HRD New People Management (NPM) One of the company's "Hall Mark" is now more and more customers are based. Employees' empowerment'
6. New concept to work on all levels to make decisions and make them feel that they are part and parcel of the company.
7. Employees of the commitment, cooperation, and by the institutional activities of the labor-management negotiations to secure greater involvement.
8. Adopt self-management and functional management responsibility and accountability of the organization to allow workers to organize themselves.

4.7 Value of HRM / Emerging role of HRM.

Changing context, it is an organization of human resources has become clear that it leads the way to victory. There are business break depends on strategic condition of HRM. Innovative and proactive human resource management HRM new boundaries were defined. Impacive and talent and well planning, it makes progreive for the company. A new strategic role in the company it has to spread and succeed in struggle business atmospher, HRM has emerged a key player.

A company's human resources key plan in statement its improvement and high level. Scarce human resources, physical resources, even if it is a great country, it will not be developed. Developed country that enriches the quality of its human resources, its human resources, which means a great sense of the cyclical process.
HR-a computing Advantage: a competition based on the knowledge that a company present, service-oriented, competitive and become more dynamic. The success of the HRM importance services depends on quality in each company. "All the people are dependent on corporate strengths.", Director, Godrej Consumer Products Ltd. Managing is a unique property of the human resources and the need of the organization to earn a experimental improvement on its oposits. Hence, for the impracive human resource Market management is essential.

HR- Accounting: The value of human resources of an organization to become a well-known concept of the value of the attribute. According to the words of the renowned HR consultant Eric Flamholtz defined "institutional resources, accounting people," attributed the value of their contribution to the people and the resources are not counted. Therefore, management or accounting value of its human help with the knowledge and resources to use. It also provides the necessary information to perform the maintenance and development of its most important resources. Therefore, it is appropriate to control the technology.

Part of HRM in services:
Traditionally, three main sectors to economic theory, namely, (i) to have a look at society, agricultural, forestry, fishing, mining and quarrying (ii) the preparation of a secondary or industrial sector and agriculture, the professions and activities, with a primary or structure. (iii) The banking professions and activities, such as a tertiary or service sector Insurance, hotel, transportation, communication, education and health. The services sector is a key economic role in the community as well. Community service by providing a bridge between production and consumption sectors will create value. Agriculture and industrial goods, but neither the service provider nor user of a service that can be stored in its sense, intangible and perishable. This feature is essential in human resources and service industries for the kind of human capabilities are an important implication. Therefore, the management of human resources in the service sector, along with some general aspects, in addition, it contains only a few items.

Universal Aspects of HRM:

The goal of the restoration of human resource management, organizational development, both by him and matched him to the role, the individual will be developed. Role, selection and placement, transfer and rotation, reward and
punishment, and the potential for performance assessment, feedback and counseling, training and development, career planning and development, succession analyzes: global organization, human resource management system is usually planned the following subsystems, the whole life and employee well-being and quality of human resources information system. Beyond the status quo bureaucracy imposed on a company, reliance placed to assess the potential. The long-term viability of the company is concerned with the analysis of the character, career and succession planning, and the welfare of the whole of life, the quality of the sub-systems, human resources, information systems, etc. All of these conditions apply to all the universal aspects of HRM gloves.

**Service Industry-Specific Aspects of the HRM:**

The service industry, especially for designing and implementing HRM system calls for some specific issues. • Intangibility: - There is a rule that the value of the service to a customer without a physical product. The tasks and create a lack of clarity about the erosion of self-confidence. Service industry, HRM, therefore, the optimum use of organizational resources to meet those needs is to create an appreciation of the power and arrogance of the client's needs.

• High degree of public exposure - more of a service company is exposed to its clients. Therefore, clearly the human relations skills of its employees and the public response to the development of tolerance.

• Size limits: - The majorities of the clients are anonymous and perceive themselves as the rest of the service and of the organization as being a slow and arduous one. The link is provided at the interface between the two, so that the human person, a clear understanding of his role in the company and client specific must have both the interface. In a service organization, HRM, therefore, will have to pay special attention to this aspect.

• Policy and Technological Simplicity: - together with its procedural and technical aspects of a service, the customer should be easily understandable. In contrast, the power and the limitations of the human interface between the company and the customer should be fully familiar with The Company, as well as the customer's needs, expectations and limitations as to understand. In a service organization, HRM, therefore, special look to the related matter.
• Knowledge of ability to: - service company staff for their dedicated service to their clients, a few steps ahead of the ability to assess the knowledge of the action. General and special education, which is also to be noted that the relatively high levels in the service sector. On the one hand, at a higher plane of knowledge of its human resources in order to maintain efficiency, a service organization, on the other, is not necessarily to change itself into a learning organization, knowledge of the human resources, the motivation is more complex, as well as monetary gifts, they are also more satisfied with the quality of the needs and the life of the rich crave for. In such a situation HRM, therefore, to understand the potential for developing the training and monitoring of the system is the design and development of the company and environments, as well as the need for HRM.

• The trend towards fragmentation: - service organizations around the world have a tendency to disintegration side note. Personal ambitions, egos bruised the perceived inequality and injustice, all away from the mother company of the rebel group and the people who contribute to the breaking and forming new ones. More unstable climate, to participate in the sharing of gifts, the benefit and the need to provide for institutional development.

4.8 Functions related with HR Management:

To provide coordination of the functions to the HR management and human resources in the organization to see the tasks performed. Almost all areas of the organization that affect the functions of HRM are concerned with a variety of activities. It have classed in two parts. (I) The power (II) Operative.

(I) Managerial operative:

Directing and controlling the conduct of basic administrative functions, are planned. Planning staff

1. Planning--up to prevent crises. It is the formulation of the future course of action. It also includes human resource requirements to identify and assess the needs of the staff.

2 Organizing- Delegation of authority to the individual and the variety of the activities of the various groups, assigning the activities of the staff is a major focus of the grouping. It is establishing a firm structure for people with compelling characters.
3 Directing- toward organizational goals, which is the way all of the available human resources in the process. Supervising and guiding the staff without any destination, which is to be directed?

4 Controlling- plans in accordance with the measures to be associated with the control. It may be caused by deviations from the standards, and to compare the results of the correction. It is a reviewed of experimental report, staff will know people by their performance.

(II) Operative Function:

Operative functions are connected with perfect behavior of HR management. procuring, developing, remuneration, integrating and the managing employees to achieve organizational goals.

1. Procurement-

This is necessary skill, knowledge and aptitude to acquire and employ the people concerned. It offered the following

i) JobAnalysis: this is a information about the service of job and its related first to last
documental information of job analysis process.

ii) HRplanning- HR and human resources requirements of the future will be expected to supply. It is appropriate and sufficient staff to meet the organizational goals of a company that performs a variety of jobs available.

iii) Recruitment: this is process of finding of employees. Informing to candidates for the post of requirement by organizations process.

iv) Selection: a large number of applicants, out of which a predetermined number of different tests the ability of the process to select applicants Selection-.

v) Placement: It is the work of some of the Department for the placement of newly employed person is sending. It is based on the characteristics of the selected person and qualification.

vi) Induction and induction orientation- a common sense of between companies and improve a welcoming process for new employees feel at home.

vii) Internal mobility: internal transfer and promotion of employees from job to another through the movement of the internal motion is mobility-.

2. Development- It’s the training and improves their knowledge, skills, aptitude and attitude to the development of the process to update the employees. It helps you to perform better in their job.
i) Training- It is the employees and staff of the organizational goals, information, qualified, mastery and view of see into continuous process, these are to learn.

ii) Executive Development- Through the program, which is a systematic process to develop management skills and abilities.

iii) Future improvement and determination- this is to understand goals of a new plan with education, training and work experience refers to the means of reaching them by formulating plans.

iv) Human resource development- The development of individual and organizational goals and two more in order to enable each employee to use his abilities to create an environment

3. Motivation and Compensation- It is through the use of intrinsic and extrinsic rewards, system this are stimulates staff for give themselves better to their related company.

i) Job Digram- Important aim to the above is to meet importance of organization is integrate needs to employers.

ii) Plan of Work - This work means try of construction of work, including bodily and behavioral branches.

iii) Motivation- It's inspiring and a person at work inan Keeping Forces has been critical of the company.

iv) Job Evaluation- In which the jobs should be paid more than others within the company in order to establish the perfect process to determining the related price of the related jobs.

v) Performance Appraisal- its work-related behavior and the systematic and objective way of evaluating the efficiency of employees.

vi) Compensation Administration- The main purpose is to attract, motivate competent employees will have to pay a lower price to make a plan.

vii) Incentives and Benefits- The minimum wage structure, in addition to incentive compensation based on actual performance of the company offer. It's as Social Security, insurance, welfare benefits have

4. Repairences- these are mostly related with supporting and balance the mental and bodily health of staff by many welfare facilities have been the targets.

i) Health and safety- All employees of the physical hazards, which protects from the pathological condition to assure a work environment.
ii) Employee welfare- It is on the inside or the outside of the establishment of the welfare of their employees, providing services, amenities and facilities.

iii) Social security measures- In addition to the social security provide fringe benefits to employees. Maternity benefits, which, based on the benefits, retirement benefits, medical benefits, disablement benefits, etc.

5. Integration Function- It is the employee-based programs to help integrate the goals of a company employee aspiration. Such as the

i) Grievance redressal- Every company employee grievances to maintain a permanent procedure.

ii) Discipline- It is recognized that some of the rules, regulations and practices, whether they are written or implicit in the character of the work in accordance with the meaning.

iii) Teamwork- this is totally depends self strength, include from informal. There are inherent strengths of the teams that lead to organizational goals.

iv) Collective bargaining- It is a satisfactory labor agreement between management and the union agree to a process.

v) Employee participation and empowerment- Participation in an appropriate manner, the company's share of low rank means that decision-making power.

vi) Trade unions and employees association- It is necessary to maintain or improve the conditions of their working lives, workers continued association.

vii) Industrial relation- Harmonious relation between employer and employee and organizational development necessary to achieve high productivity.

6. Emerging Issues- Effective HRM practices in a dynamic and ever-changing environment and other important issues that need to see to motivate people to give their best.

i) Personnel records- It is actually what is happening in an organization is aware of the need to have a tangible record.

ii) Human resource audit- It is a test to determine the effectiveness of HRM policies and practices and policies, a process of evaluation.

iii) H R research- this is valuate the pressure of H R M good plans with better behaviour, and is the right way to develop them.

iv) Human resource accounting- The Company, here are measure to the price and related market demand of H R.
v) Man power information plan- Human Resources Human Resources knowledge plan are the internal plan made for increase the power into the information are committed.

vi) Stress and counseling- Through proper counseling and development program to promote physical and psychological health of employees.

vii) International human resource management- International HRM in the global scenario is much pressure of work and other related elements. These places reviews, trains and improve of employees as services outside their own country for give in different place and different atmosphere.

4.9 Analysis of the Job:

This is legal with in depth experiments process. This is necessary to do the job tasks, responsibilities and there is a systematic investigation. Job analysis is a general term, as the Job analysis, recruitment, selection, training, job design and human resource activities, such as assessing the need to provide inputs. Job analysis of the activities and products of their own activity based on its conclusion. Into this matter, collection information and process it about various services will be understood. The primary goal of the job analysis, the individual must have the qualifications to perform the job as well as to determine job duties and responsibilities.

1. According to Harry Wylie- The operations and responsibilities of a specific job, the job is related to the analysis and study of the process of collecting information. As soon as the products of this analysis, job descriptions and job description.

2. According to Richard Henderson- Job analysis and performance required to perform them, is determined by the knowledge and skills, and they should be sure to find the conditions.

3. John A Shbim- Job analysis is the methodical compilation and study of work data in order to define and characterize each occupation, in such a manner as to distinguish it from all others.

Therefore, well explanation of services of related jab of means job analysis. It is a basic technical process of a job functions, responsibilities and accountabilities used to define a.

• Techniques / Methods of Job Analysis- Four methods / techniques
The job of collecting information for the purpose of analysis.
1. Questionnaire- In this process, the analyst's job to prepare a questionnaire and distributed it among the workers to get the desired information.

2. Personal observation- In this process, the job of the analyst observes workers and workers from job to ask questions if necessary.

3. Personal interviews- In the process, the workers, the supervisor and the interviews will be set up in order to get the necessary information.

4. Record method- Under this method, the data collected from the records of the staff already available in the Personnel Department.

3.6.1. Recruitment and Selection:

**Recruitment**- Procurement Sufficient and appropriate staff to any company's success. For this purpose, human resource planning (HRP), an organization that helps to determine the number and type of people in need. Recruitment of today, "the company has enormous importance. Organizations have realized that their role in the development of human capital and their value. This is extremly primary steps in the retaining human resources to gain Company.

Thus, recruitment is only one thing to cater to the needs of companies. It is the companies' influence to shape the future of a program. Recruitment of finding employment, the ability for the process to attract applicants. The process begins when a new condition, and when they end up choosing. So Recruitment jobs and those seeking jobs that have a link between the works.

In the word of E B Flippo (1971) Prospective employee recruitment process of searching for and stimulating them to apply for a job. It is different from selection which begins after recruitment has ended.

According to Byers & Rue- The process of recruitment and selection of qualified candidates for job vacancies in order to attract a pool of people who are seeking. Short of a process, recruitment, human resources, the need to apply for the vacancies available at the beginning and end up with in order to get prospective employees. Provides a pool of potentially eligible candidates for the recruitment of general-purpose job.

The recruitment process, to create a positive image management, employment opportunities and to inform people about the eligibility of the applicant, compared to their related education with interest, to increase inspiration in the better new staff for
job as to provide enough information about. So, with that, they will have to apply for the vacant position.

Therefore, the effectiveness of the recruitment process and other human resources activities and resources must be expended to determine their ultimate success, plays a major role.

Need- The following is required for recruitment situations- (A) due to the transfer of the spaces from arise. (B) Expansion of diversification, improvement or employment gaps due to make a return. This is the first fully human because of the company's assets and the growth of consciousness is formed by the second.

• Sources of Recruitment- Sources are broadly two types of recruitment of 'internal' and 'external' to be classified. Companies usually depend on the recruitment of internal and external sources. However, the relative importance and the use of these two sources may differ from one company to another.

(A) Internal Sources- It contains-transfers, promotions, and current employees of the expansion of the services. Etc.
i) Transfer- Other places have a similar job to transfer employees from the current jobs. But they rank employees, are responsible for, and do not change in any respect
ii) Promotion- It is the highest responsibility, salaries, carrying a good reputation refers to the transfer of employees from the upper positions in the lower positions.
iii) Present Employees- Employees already know the needs and requirements of the vacant positions, they would be able to recommend the names of the people who fit in with their relatives and friends.
iv) Extension Services- Due to the expansion of the activities of the organizational work, part-time employees who become full-time. To stimulate and develop the best employees, which is an internal source.

(B) External Sources- When it is not possible from within the recruitment of enough people either not available or because the new company, to be the top of the external sources. By inviting people from out of the side of the external source of recruitment for the vacant posts in the organization, filling means. It contains
i) Advertisement- It is a high level of skill and experience, the best source for recruiting staff. Advertising, local, regional and national new documents, magazine, TV channel and magazines are. Criteria are listed in the detailed statements.
ii) Employment Exchanges- Enter the names of the people who wish to gain employment in state government employment office under the control of each district. They supply the details of the job at the request of the owners.

iii) Educational Institutions- High schools, colleges, universities and other educational institutions employees serve an important source. Some companies providing employment opportunities for the students to set up their own employment bureaus. It is the campus recruitment.

iv) Private Employment Agencies- Now the day is a good external source of private employment agencies are also recruiting. They record the names of people who desire a high or mid-level appointment. Some of the company offering the service for a fee.

v) Recommendations of the Present Employees- Sometimes its good labor-management relations, with a view to establishing the recommendations of the employee to recruit people. It is a method to motivate the older employee and has full control on new employees.

vi) Employment at Hospital/ Organization Gate- This method is usually adopted to replace unskilled workers to recruit and common fields. Given time jobs hospital / institution at the gate of the selection of the required number of persons according to their need to assemble and manager.

vii) Unsolicited Application- Sometimes a company without any notice or advertisement and they kept a record of the receipt of the application from the job seeker. When the need arises, references are made to this list, and are suitable candidates for recruitment. Get the value of a company from an external source of recruitment benefits-

(a) Availability of suitable persons (b) Entry of young blood and new ideas (3) To secure expertise experience (4) Less chances of favoritism (5) Scope of wide choice (6) It is economical and permanent source. On the contrary there are some limitation like- (i) Decrease in morale of existing employees (ii) Increase in labor turnover (iii) Lack of cooperation, (iv) Chances of wrong selection (v) Very expensive sources.

Recruitment Policy- The hospital authorities for the guidance of human resource development should be a recruitment policy framework. He is, however, clear that they intend to hire employees and management objectives should be to spell out the implication. For framing recruitment policy considerations as they must be
a) External recruitment vs. Internal (b) Hiring relatives of employees (c) Over and qualified staff (d) Exit interview. The needs of the recruitment process and the good of the company's recruitment, recruitment, selection process and the origin of the target, and to meet other financial implications, based on the cost of recruitment. It must be the company's reputation and image.

• Employee Selection:-

Ends with the selection of candidates will begin their recruitment process. In other word, it is the choice of applications to begin the process of recruitment of different sources (internal or external), and then only through a safe. Selection of the candidates who have put in their application for a job in the organization of care screening and testing involved.

The most suitable candidate from among the candidates available for the process of selecting a job is selected. In the word of Dale Yoder- It is divided into two classes, the process of selection of candidates for employment,. Those who are employed and those who do not offer.

For the purpose of determining the suitability of an applicant for a job, it's qualifications, experience, skill, knowledge, etc., to understand the process. It was such a sense of the interviews, etc., as a test run by 70 different technique in the hands of qualified and unqualified applicants as a tool for the management of difference, it's only a few are qualified for the job, employment and other opportunities are denied employment has a negative process.

Selection Procedure- Method of choice for many of the steps / process.

1. Receipt and Scrutiny of Applications- Whenever there is a vacancy, advertised or made from roots in favor of the prosecution and the application received from the candidates. It is in every one of the organization applying for a job or experience may not possess the necessary qualifications. Candidates who meet the basic qualification or experience should be eliminated from the list of those who have called for the interview.

2. Preliminary Interview- The applicant is physically and mentally for the job is a primary object of the interview is to see appears to be appropriate. Such a simple and precise nature of the questions put to a candidate during the interview and more concerned about his qualification, experience, interest in passing the initial interview, filling out the form to apply for a space designed by the company are asked to write.
3. Blank Application Forms- Preliminary interviews to get a record of successful candidates in the written applications, the application is supplied empty

   (i) Information identifying the name, address etc as -such. (ii) Etc, such as age, place of birth, marital status, citizenship, personal information, such as (iii) Information about the education and experience. (iv) Expected salaries and allowances (v) Information With regard to community activities, etc. Such information is undesirable candidates, maintaining a record of the tests and for the future can help management.

4. Employment Test- Tests are an important tool in the selection process works. This will help him to keep his job as a laborer for the purposes of measuring such skills and abilities. Employment test is widely used for judging the suitability of the candidate for the job. There are many types of tests, such as:

   (a) Performance (b) Ability (c) Intelligence (d) Experimental (e) All round (f) Medical (g) psychological etc. test

5. Employment Interview- As part of this selection process is probably the most difficult and complex. The purpose of the interview and the job applicant to decide the right of the member for the related post (Jucius Michael), “an interview, oral eclectic and individual valuation method is a face to face”. HRM, which is held in a friendly atmosphere and feel the need to make the candidate at ease. The selection process for any interview, such that (a) the direct or indirect interview (b) is designed to be interviewed (c) stress interview (d) Systematic interview (e) The panel may be different types of interviews as- (F) a group interview.

6. Reference Check- If the applicant is crossing all the hurdles above, the trial referees telephone / e-mail / personal visit, etc., could be on his past employment, education, character and personal reputation can be made with respect to the references supplied by the applicant. Some additional information can be entered by asking questions from the referees.

7. Medical Examination- It is performed after a final decision is made to select a candidate. Medical examination of the health of the applicant is medically unfit to be at the bottom of the standard or eliminate. Illness, a person may be absent from work because of the training given to him and go to waste, this is important. A thorough physical examination, the candidate will need to be sure that the ability to perform the job effectively.
8. Final Selection and Appointment Letter- When all the hurdles in the way of more than one candidate to be successful, it was announced that he would be chosen. The appointment letter will be referred to in terms of his appointment, pay scales, etc. to which the selected.

9. Induction-Candidate selection and job appointment letter issued by the company to the limited period into the related hospital on ssrequested. This step follows the induction of function and is usually considered to be a part of the hiring process. The last activity in relation to the new employment He trained for the job, the person in front. Or the introduction of a new employee in the organization, which is organized by the hospital and its policies, regulations and rules.

The steps in selection procedure are not rigid. They may vary from hospital to hospital or from job to job.

4.6.2. Training of the job and Development in hospital:

For precise aim to the training are increase people's knowledge and skills is an organized activity. (Dale. S. Beach) with the professionalism of employees so as to increase their knowledge and skills for specific jobs in the technological know-how will be transferred to the regular procedures. Learning organizations' human resources and hence the earning of aims that will support development are most important. Their effective performance in all types of jobs and hence the need for some type of training, all employees were teaches. Therefore, the training is good in terms of job security and the opportunity for the development of more valuable employee.

The word "training" the specific nature of the tasks, skills and from employees merged into present system, in order to improve this. Training, updating and development of new ones to the old talent.

According to the Edwin Flippo- “Increases the action of an employee's knowledge and skill training for a specific job.”

According to John P Jkenny (1979) “Training an individual means helping him to learn how to carry out his present job satisfactorily, Development can be defined as preparing the individual for a future job.”

Therefore, the better the performance of the job training in a structured procedure for increasing employee knowledge and skill. Development of a person's energy, skills and awareness and conscious efforts to be directed towards the increase
in the development of his beliefs and values. HRM is a basic and robust attitude for making skilled and impromental. These are working with team to strengthen relationships and increase cooperation, and reduce Loss.

**Types of Training**

1. Induction Training- the Company was admitted to the hospital, which refers to the basic training provided to new employees. Induction training for new employees in the company's goal is to introduce and familiarize them with it.
2. Training of work – this is related to work and it’s training of workers for the particular job. Provided employee with a view to increase their knowledge about their Job and make them more proficient.
3. Training for Promotion- It has already provided some organization among the employees from the top to fill the post. This will give you the encouragement of employees to work harder.
4. Refresher Training- For older employees to keep abreast of the latest advances in their fields will be set up by the short-term courses. It is designed to avoid the lack of staff.

**Methods of Training:** Choice of methods, such as cost of make learning, training aim, workers number, depending upon several factors such as the depth of knowledge, etc., are some of the methods under

1. On the job Training- It is commonly and widely used method. New employees, the company has been placed in a particular job and asks to have it. He was instructed by his supervisor or a special instructor. Therefore, the operation of the job training goes hand in hand.
2. Vestibule Training- It models trained by the training center. In the process, the actual work conditions are similar to training, working conditions, which will be given in classrooms here.
3. Apprenticeship- In the process, new employees for the period from 1 to 4 years, the need for professionals to work as apprentices. They will also attend lectures on theoretical knowledge in the classroom. It is used for training, especially in the technical areas.
4. Job Rotation- In this process, the employee's job performance periodically instead of just sticking to the usual background and knowledge to achieve the job is rotated to another job.
5. Training within Hospital- Between the different sections of the program, the hospital and the inner contact with fellow workers is designed to familiarize new employees with their job. Coordination and cooperation between the HR process helps hospital to know procedures with process.

6. Professional training through deputation- It is given to the theory and practice of business houses and professional organizations to cooperate in a joint program of training and hence the pressure is perfect. This method is useful only skill training, and technical staff.

4.6.3. Wage and Salary:

Main aim of salary and wage is to maintain and make perfect salary fixation with construction. These are complex problem and are often the bone of contention between employees and employers. Employers (Doctors) want to keep down the wage rate and employees want to see their wages rise continually. It also enables the hospital organization to improve the quantity and quality of output services, reduce cost of production, earn a reasonable amount of profit and increase its competitive ability in the hospital organization. Function is releaved on the way much depending on related facilities; all these are on the area and specialization of hospital. We offer a variety of benefits to the employees and the defined work, money, plus receive remuneration for the behaviour of companies.

- Wage vs. Salary- Payments is a process that benefit to the employee of whole day working hours means salary (They called as blue-collar workers). On the contrary, one day to one month working period output must be measured, as low level staff, (They called as white collar workers) for the present research work all employees are treated as human resources. Hence, above two ways are used inermanagement. Therefore, these two parts are used for compensation in the hospital services.

Meaning of these -

1 hospital:
i) Benefits are to be same and good maners for all staff.
ii) Good relation has to be creat with morale touch.
iii) Control on extra services and facilities of workers.

2 Employees:
i) Greater job satisfaction and feeling of security.
ii) To understand the hospital facilities, welfare aspects related with payments of staff.
iii) Essential aspects for promotion are to clear.

3 To the patients:
i) Staff have to do better work, complete their work with happy to patients.
ii) Hospital charges are to be maximum lower and result must be high of staff.

**Factors Influencing Wage and Salary Policy**- following many aspects struck on salary rate while determining a sound salary / wage policy, such as:

1. Demand and supply of labor.
2. The prevailing wage rate / market rate.
3. Hospital’s ability to pay.
4. Cost of living
5. Capacity to bargain power (Trade union’s bargaining power)
6. Productivity of labor.
8. Job requirement.
9. Managerial attitudes.

**Objectives of Wage and Salary Administration**-

1. To acquire qualified and competent personnel.
2. To retain the present employees.
3. To ensure internal and external equity.
4. To ensure favorable behavior and increase loyalty of labor.
5. To control costs.
6. To improve public image of an organization
7. To establish job sequences and lines of promotion.
8. To improve union management relation.
9. To pay according to ability.
10. To follow up wage Act.

**Types / Classification of Wage**-

I. Minimum Wage- means the payment to employee who is just sufficient to cover the bare necessities of food, shelter and clothing for himself and his family and to maintain his work efficiency.
II. Fair Wage- It is something more than much benefit, yet under the present payment. In order to determine the fair wage, several other factors are to be considered such as payment by other units, ability to pay etc.

III. Living Wage- It is compensation for the services which are complete for the essential for food with other essential because of bad conditions. Made structure for compensation- compensation is very important for the hospital. First important structure for hospital is as follows:
1. Made well behavior for standing it, explaining their work condition, atmosphere and showing to employees for their understanding.
2. The successful completion of each job, and the study and analysis of the performance of the standard is necessary to identify the person does not have symptoms.
3. To determine the relative value of all other hospitals are expected to be submitted in respect of each service. Etc. The point system is the method of comparison, ranking, classification by method is a method.
4. Each group set up such a job and a salary levels as classifying the symptoms of which groups.
5. David basic salary items will be considered a measure of development policies. HRA, CCA, sick leave, etc., for any other purpose, a hospital, annual leave and additional leave, uniform allowance, disturbance allowance, night allowance, provident fund, gratuity, free medical care, sudden holiday, festival, as like this.

4.6.4. Promotion:

As soon as an employee is selected and placed on a hospital job, it becomes the duty of the human resource management to develop his capabilities, skill and efficiency. So that he may prove himself an asset to hospital organization. In fact an employee should build his career within the hospital organization. The human resource management can play very crucial role in this sphere. Changes in various job positions from time to time help in matching the man to the job and this is one kind of training. The employee has an urge to improve and move up in the organization. Every employee expects rewards in the form of higher position and increased pay for rendering efficient and satisfactory service in the hospital organization. These requirements of employees are met by promotions and transfers by the employer. The
management makes use of the tools like job evaluation and performance appraisal for
the purpose of promotions of its employees.

The term ‘promotion’ denotes an idea of forverd staff from low level of work
to high level of work. General statement on the label provided by the company. Salary
and promotion of the benefits of the increase in the company's responsibility to
expand the powers of the state, a person of high status and movement of passengers.
Scott and Spriegel say (1977) “Transfer of an employee or job position you want
some more money available for advertising.” The aim is to provide a vacancy which,
in general, is worth more to the hospital organization than the incumbent’s present
position.

**Purposes of Promotion-.**
1. It is recognition of a job well done by the employee.
2. Promotion builds loyalty, morale and belongingness on the part of the employee.
3. It is to increase the employees and hospital’s effectiveness.
4. Promotion impresses upon others that opportunities are available to them also if
they perform well.
5. It aims at developing a competent internal source of employee available and fit for
higher level jobs.
6. It is a device to retain and reward an employee for his years of service to the
hospital organization.
7. Promotion is expected to attract competent, suitable and talented persons to the
hospital organization.

**Promotion Policy:**

Each company has a policy of promoting the most controversial. Generally in
order of seniority, promotion on the basis of management, unions are generally based
on the merits in favor of advertising favors. It is a convenient solution to this problem,
and it is therefore necessary to examine. So every hospital organization should have a
sound promotion policy for its employees. In case the hospital organization has no
such promotion policy, then its employee is likely to go frustrated and restless as they
will have no opportunity for promotion.

Following parts are important for promotion- (1) Well in terms of size,
quality, best service, (2) The average score of patient care / appropriate top, (3) Well
Experienced, (4) Seniority level added, (5) Better and well Initiative, (6) Record of
loyalty and cooperation, (7) As a leader in the employee recognition, (8) No special knowledge or experience is required for the space. Be careful to follow the progress of the human resources department employee campaign.

4.6.5. Working Conditions:

An organization cannot sustain itself for a long time without a safe and healthy working environment. An unsafe working atmosphere results in accidents, causing harm to employees ‘health and well being’. Hospital staff are constantly working conditions of great stress. Light and air, so that the hospital authorities for their safety and welfare standards, good working conditions, sanitation, ventilation, work, time, and place responsibility.

They are exposed to various diseases hospital staff will work with patients. Gradually, the patient care staff, which will increase the efficiency of the hospital in good working condition, to improve the level of provision. Some of the problems associated with repetitive work and boredom change jobs without being presented to the hospital. Staff should be trained so that they work in a variety of alternative employment can be adjusted from time to time. And the maximum should work without fear for their health and general employees tiring, changing the number of hours worked. The organizers aim to be compatible with the physical environment of the hospital to work as much as possible.

Dr. KG Desai-stated- “I have to be able to work with a high level of efficiency of our workers, but it means that we get the best workers, failed to create the conditions necessary for our owners. I have to give their best to create the conditions are expected to be responsible for the management of labor organizations.”

The hospital authorities follow the points:
1. The employee work beyond the time limit, he should pay extra remuneration on his overtime.
2. The employee’s safety and their health should be ensured.

Staff working in various laws, overtime pay and are encouraging the government to fix the minimum rate. All this is to provide the conditions for security and hospital officials. Hospital authorities about the conditions of work, medical and paramedical staff, clerical. Multiple mechanical device used to maintain good working conditions now a day.
4.6.6. Welfare Facilities:

Benefits to employees and employers in various labor welfare facilities, including facilities, to give. A large range of benefits to the employee by the employer makes life worth living. In addition to the legal provision and the increased costs of salary and other financial rewards available to employees, according to the general welfare. Workers, employers and the welfare of enriching lives and keep them happy and satisfied with the primary purpose of. In other words, promotes the welfare of its staff welfare facilities, and lack of cooperation from the staff of the need to manage a company. Royal Commission on Labor (1931) says that, “He was unable to secure the benefits of the importance of a good worker. It is a profitable return, 'considered a 'wise investment' has great potential to bring in workers welfare scheme. Therefore, wages and other legal services, welfare workers, service workers, along with the payment plan, and features.

Purpose of Welfare Facilities in Hospital Organization are going to teach something, Labor welfare facilities is a wise investment that helps a hospital organization attract, motivate and retain people both in times of prosperity and adversity.

4.6.7. Trade Union:

Seek solutions to any problems with your current duties, failure to independent workers, as well as personal and institutional organization led to a formal group of workers known to build. Protection and promotion of labor union official collective performance of collective action through their mutual interest, the company would like. The main objectives of the company

Protect the interests of the company's employees. However, wages, working conditions, housing, transfers, promotion, recruitment, training, discipline, interest or welfare of the workers, and leaving on the subject, allowances, bonuses, incentives, quarters, a broad term cleaning tasks, staff relations, mechanization, Central Cooperative It is, Wellness facility, and as such are included. Thus, many of the staff on behalf of a trade union negotiated operated.

According to V V Giri- To protect their workers' collective interest of the Union, a non-profit organization to promote the establishment.
According to R A Lester define- The conditions of employment of the staff of the company to maintain or improve the design of community.

Modern period, the trade unions and staff development cooperation, a lot of room to improve. Hospital-based organization and an industry or regional basis, the company, based, plant-based.

**Importance of Trade Union-**

1. Promote unity among employees and increase mutual understanding.
2. Employees’ efficiency is increase by improving working conditions.

Thus, the unions play very important role at improving the conditions of employee’s life by securing better terms of employment, satisfactory work environment and greater welfare facility. The Royal Commission on Labor in India (1931) remarked, “it is in the power to combine that labor has the only lasting effective safeguard against exploitation and only lasting security against inhuman conditions.”

**4.6. 8. Leave and Retirement Provision:**

The company, in addition to the regular compensation paid to its employees in the form of salary or wages, the hospital provides some additional benefits. Several years ago, the benefits and advantages of the services because they were too "limited", or compensation, there are parts of the edge. However, the situation is now so much, there is a variety of owners, the most important part of a comprehensive compensation package offer. These benefits help to raise the living conditions of employees and create and improve sound organizational relations. These benefits include leave and retirement provision.

**Leave-** There are various types of leaves which are apply in the organization,

a) Casual Leave- Most of the hospital organization provides their employees with pay for days not worked. In other word, a leave which can be taken casually / occasionally due to any reason which has come up suddenly and employee has to take leave on that account.

b) Earned Leave- A leave which an employee has earned after a specific period of service in any organization and which he / she avail.

c) Sick Leave- An organization provides their employees with pay for days not worked because of illness. Sick leave is allocated on the basis of so many days a year,
accrued on a cumulative basis or expanded relative to years of service with the organization.

d) Maternity Leave- Female employees can get twelve weeks maternity leave, it is a benefit whose time has come as per medical leave Act 1993, recently the period has been extended; it is also known as parental leave of the family leave. It is a need because many women and men today are heads of single parent households.

e) Leave Without Pay (LWP)-It means, cutting labor costs temporarily is to give workers the opportunity to take leaves of absence without pay. This may provide time for an employee who is financially capable to leave the organization temporarily in pursuit of personal interests.

**Paid Holiday**- According to factory Act 1948, a Sunday week to workers, the holidays will be given. For a worker to qualify for compensation on the same week on the same number lost. Holiday pay is usually double the normal rate of pay of workers who work with the company to offer during the holidays is. Premium Company operating in the second shift and third shift workers who are required to work odd hours, shift premium pay.

**Retirement Provision**-

In general, the economic benefits to their employees or retired employees of companies based. Retirement and old age benefits, which provide a visual means the owner of a sense of security to make. These benefits are known as age and retirement benefits, it includes-

(a) Provident Fund-This refers to the economic welfare of employees. At the post-retirement life of employees or their dependents PF scheme is to provide financial support to the work. Both the employee and the employer contribute to the fund. Security problems and provide a good community, a retired employee.

(b) Pension- the Govt. introduction to the employee's pension scheme and life insurance benefits to the employees family pension. Improved medical, pension and employee family was launched in 1971, it was found that the contribution of these two funds. The amount of time an employee of a retirement benefit retirement plans that pay.

(c) Gratuity: His long his current employer, an employee at a conference. Important at the time of retirement or disability retirement benefits, and the employee or the employee's death is displayed on the ahead.
(d) Deposit Linked Insurance- Die a member of the plan, employees under the Fund an additional amount equal to the balance of the account on the basis of the service, brought the average paid in the last three years. Employees deposit linked insurance scheme, 1952 PF Act, 1976 was introduced.

(e) Medical Benefit- Their medical benefits for retired employees and their family members to offer some of the company. They can no longer take advantage of permanent employees; however, the company creates a sense of connection.

4.6.9. Grievance Procedure:

Employee of the company, something that seems unfair to the hospital, he would have complained. According Jucius - a complaint, "an employee believes that any dissatisfaction or discontent, whether or not it is expressed, whether unfair, unjust, or anything connected with the company or not in the same vertical, thinks." Either employed or company complained, the map is an employee dissatisfaction. Employee and organizational rewards space has led to a complaint normally expect. Dell defines a complaint beach "A job dissatisfaction or feeling of injustice brought to the notice of the management with regard to the situation." Day may arise, such as a complaint, because the working relationship with the company.

According to the ‘National Commission of Labor’ – Their wages, additional complaints, transfer, promotion, seniority, job assignment, pay and leave in the form of one or more individual grievances to fire workers affected. Such grievances will be redressed immediately in respect of all parties, the institutional environment can conflict.

Causes- Grievance may occur for number of reasons:
1) Economic-
2) Work Environment-
3) Supervision-
4) Work Group-
5) Miscellaneous-

Discovery of Employee Complaintes-

Excellent management always anticipates employee grievances and prevents them arising. Management redresses grievances as soon as they arise. Therefore the executive of the excellent management anticipates the bickering and grumblings of employees and takes above procedure assume problematic part. Some methods should
follow to discovery of grievances: (1) Observation (2) Exit interview (3) Opinion surveys (4) Gripe Boxes (5) Open door policy.

4.10 Implementation of HRM in hospital services in sangli.

4.9.1 Wanless hospital, Miraj

In July 1894 Wanless Hospital, Miraj Medical Center is established; it is a near by 450-500 beds hospital, here are also a programs of paramedical and college of nursing in a variety of schools, which has grown into the company. This tertiary care center within a radius of near by 200-250 km, as well as 20million works a population are there. This is famous and important health care center. It gives main and important services to the low level patients also.

Special Services

Since the early 20th century, Wanless Hospital is a pioneer in cancer diagnosis and management. Theratron new treatment machines have been added, including the unit and it is. Surgery, radiation, chemotherapy is used to treat the cancer. Enter the blood bank in the state of Maharashtra, is the oldest hospital in the south, and it is only part of the separation of the blood bank in the region. The hospital is also a pioneer in the technique of ELISA HIV test. Many of the hospital's laboratory services, especially Histopathology, other hospitals and doctors are spread over a large area.

There are two other services offered by the hospital to a comprehensive care center for Haemophiliacs and HIV / AIDS patients who are counseling. The two services, patients and their diseases, how actively involved in their own health care are taught how to live with. Education and emotional support are the main focus of these programs,

Community Health Department, as well as two nearby villages and urban centers, many preventive health care, health education and community development programs, has developed the model. Wanless Hospital, whose contribution to the health and welfare of the neighborhood is an important part of the total educational program.

Departments:

Orthopedics                                            Dermatology
Surgery –I                                              Surgery – 2
Medicine                                                Burns Plastic Surgery
Pharmacy                                                Obstetrics & Gynecology
Training & Education:

Hospital plays an important role in the medical students education. It is only a teaching hospital for students in clinical skills training; our staff holds faculty positions at a number of Government Medical College.

The post-graduate level training is also recognized for the number of hospital medical departments. Teaching medical students and post graduate medical students practical instruction in addition to providing all of the basic health of the citizens, most of the sections are recognized by the University for postgraduate training leading qualifications in various fields. Delhi, the National Examination Board (DNB) and the College of Physicians and Surgeons (CPS) Mumbai, WHMMC help medical students learn more in their respective fields. Education is the most important task of Nursing Wanless Hospital. Each year, young men and women in a typical nursing college nursing / science degree, many graduates of the SC, as well as nurses.

Wanless Hospital paramedical professionals engaged in the training programs.

Diploma courses
1. Pharmacy
2. X-ray,
3. ECG,
4. Perfusion,
5. Medical Laboratory,
6. Operating Theater Technology,
7. Cardiac Catheterization,
8. Anesthesia,
9. Respiratory Technology,
10. Dialysis
11. Medical Records Technology.

**Government facilities attached:**

4. Health Schemes of Ex-Servicemen Contributary (ECHS).
5. Union Bank Of India.

**4.9.2 Shri Sidhivinayak Ganpati cancer Hospital, Miraj.**

This is a Dr. D K Gosavi Memories hospital. SSGCH Academic Department of Surgical Oncology, well equipped and well trained staff, excellent post-operative results are reflected in ICE surgeons and anesthetists and their efforts are complimentary.

Sanjeevan Medical Foundation of the Bombay Public Charitable Trust registered under the 1950 Act is a Public Charitable Trust, set up a full-fledged cancer hospital at Miraj, Sangli district in the state of Maharashtra. The hospital was set up in collaboration with Tata Memorial Hospital, Bombay, and this area is poor, rural community, especially cancer those who suffer from this terrible disease are under the shadow of the Mirage to meet the requirements of the Rotary Club and the local cancer Society, with the support of Sangli district Branch.

The aim and goal is to give special attention to the field of cancer and the promise of international standard at the beginning of the state of the art treatment and we feel very proud to have achieved this offer.

Apart from the local area, we, North Karnataka, (ie, Belgaum, Bijapur, Bagalkot, Gulbarga & Dharwad district) in the Western maharashtra Konkan region (ie, Sangli, Kolhapur, Ratnagiri and Sindhudurg to cater to the need for a large number of parts coming from the rural population, Satara, & Solapur districts), Goa,
seeking help for their cancer patients. Ten of the population will be the beneficiary of this project.

Surgical Oncology

ICU is well equipped and trained staff compliment Surgeons and anesthetists and excellent post-operative results of their efforts are reflected. Ure-Oncology, kidney, prostate, bladder, testis, and the genitalia of these fall under the UnitCancers

Group increasing the incidence of cancer has been observed over the last Two ecades. A special unit that provides comprehensive protection for the The patients in our hospital, which attracts a wide variety of performance and uro-

Logical malignancies from the community.

1 Surgical Oncology
2 Uro-Oncology Unit
3 Radiation Oncology Dept.
4 Medical Oncology unit
5 Pathology
6 Nuclear into Medicine
7 Imaging
8 The Haematology and Biochemistry Dept.
9 Hospital Divided Section
10 Blood Bank

Free cases for poor patient by their fund at this hospital SSGCH management committee to know the fact that cancer treatment can make a significant financial tax. This is due to the expensive drugs used in chemothe-rapy and the high cost of equipment necessary for the diag-nosis and supportive care. Selected cases, treat-

ment will be provided free of charge if recommended true- Consultants acting. Other deserving cases Pa-Tient hospital's Relief Fund to assist those who buy Expensive drugs.

Ambulance service

Hospital Therefore, the Government of the Indian Cancer Society, is affiliated. Employees Government has paid their bills, according to the rules and regulations. SSGCH also provides a cost effective health card system. Card holder gets consideration Discount with respect to investigations and treatment has been billing.
There is Various Categories in this scheme and our administrative staff will be happy to discuss Details of the scheme and help you to select the card you want.

**Project of Dharmashala**
1. It has 7640sq.ft (710sqm) area.
2. This is prepared for poor patients and also their relatives.
3. In to it 72 people could be accommodated relax.
4. Six dormitories, each able to accommodate 12 people
5. Bath and relax area, cupboards and toilet facilities
6. The surrounding green Central Garden Court

**Project of Annachhatra**
1. It has 2152sq.ft (200sqm) area in use.
2. In to it large hall which will use 50 people.
3. There also well equipped a modern kitchen.
4. Pantry, sufficient stores and well cleaning area.

**Special Rooms for patients and relatives:**
1. It is covered by 5940sq.ft (552sqm) area.
2. There are 10 double rooms with attached with toilet, bath room and small pantry facilities.
3. And 2 suites for the large family with attached bath room, toilet and pantry facilities.
4. There each room has 203sq.ft (19sqm) area.
5. Beautiful green surrounding.
6. There is central garden court.
7. Vehicle parking space.
8. Continue communication with the main hospital.

**4.9.3 Bharati hospital, sangli.**
This hospital is established in June 2005. This is situated near sangli-miraj road, sangli. This is approved by UGC/MCI, all these two responsible organizations. This is a branch of bharati Vidyapeeth University, pune. Founder of this medical college and hospital is Dr. Patangrao Shripatrao Kadam. Dr. Hanmantrao Mohanrao Kadam is a director of this medical college and hospital. Dr. Rajiv Balwantrao
Kulkarni is a Dean of this medical college and hospital. It is ‘A’ graded by University grand commission.

**Facilities related to the college:**

- Library is available 24 hours for the reading.
- Laboratories are showing departments strength.
- There are two Hostels, one is for boys and second is for girls.
- Canteen are two one at college and second is at hospital.
- Gymnasium is available into this campus.
- There are many Health Services are available in the hospital.
- Available of Music Club showing good mental satisfaction.

Library, sports, Internet, gym and hostel all these essential facilities are related with hospital. The college and hospital has been the subject of extensive square foot of 2 million Aera and area square foot of 3 lakh for hospital. There are well sate laboratories and also available of art museums in the company as part of the normal camps rapidly performed and in patients treated for free, Sangli and people of the surrounding district is becoming the center of educational and good services to hospital. The college curriculum the future, teaching methods, including the well-organized features with computer related information, social and teaching components, staff are well qualified and experiences and modern equipment to keep pace with the development of the College of Science, ensures that training. Some of them are also a number of staff members and more than 244 national awards for boys and 244 girl students of the hostel facility to accommodate international honors, Honors, etc. involved at national and international conferences & workshops for the campus, the facilities will be full of fun & physical fitness,

**Departments:**

- Anatomy: Physiology
- Bio-chemistry: FMT
- Pharmacology: Orthopedic
- Pathology: ENT
- Microbiology: Ophth
- PSM: Anesthesia
- Surgery: Radiology
Medicine Dentistry
Paediatrics Psychiatry
Ob/Gyn Skin & VD
TB chest

This is begins from the June 2005. Educational facilities are followed with the academic activities are organized congruent with the ambition and aims of college as well as University. Vision of the college and mission of hospital are communicates with the virtue of information. social transformation through dynamic education this is main symptoms of university.

In June 2005 this Medical College become begins, has a 500 bedded tertiary care, multi-speciality hospital to cater to impart medical education of high standard to its undergraduate and postgraduate students. Another feature of this hospital is that it has its own Blood Bank. The college also conducts a Doctoral programme in Medical Biochemistry.

4.9.4 Bharati Vidyapeeth Dental Hospital, Sangli

This is a branch of Bharati Vidyapeeth. This Dental Hospital is established in 2007. Founder of this hospital is also Dr. Patangrao Shripatrao Kadam. Principal of this dental college and hospital is Dr. Anand Shigli. There are 69 doctors working. This college and hospital are permitted and related with New Delhi, Indian dental council.

Dental Council of India (DCI) identification, the Dental College is a huge campus. It is an undergraduate program. In addition to the impressive infrastructure of modern equipment and material in college. All the comforts of a teaching hospital attached to the college are 210 dental chairs. There are 10 specialized clinics under college work. College is also Sangaliwadi and Turuchi Phata satellite clinics. BVDU Dental College Sangli Sangli-Year College located in the campus of Bharati Vidyapeeth is begins in June 2008. College Mirage, 4 km from the railway station, Kolhapur, about 50 km from the airport. College of Dental Council of India permitted. College of modern equipment and materials are provided, along with an excellent infrastructure. The college has produced a total of 1.60 lakh sq.ft. area with a vision to increase it further. Took the view that a zero tolerance against ragging in college. Appropriate measures are taken to prevent any sort of ragging activity.
College students from different parts of India have different cultural backgrounds. For induction of cordial made every effort to reach the students. The campus is very rich with impressive infrastructure. Boys and girls, e-learning and other facilities, a well equipped gym, a pharmacy, canteen, auditorium etc for the digital library with special Hostels facilities are available within the campus.

**Vision:**
Ever Better World Innovative University Education World Class University and be a global resource.

**Mission:**
Social Transformation Through Dynamic Education

**Facilities:**
The Dental College and Hospital has been the subject of extensive area are available equal to medical college, in the company as part of the normal camps rapidly performed and in patients treated for free, Sangli and people of the surrounding district is becoming the center to the educational with hospital services. The future the college curriculum, teaching methods, including the well-organized features with the help of social and teaching attitude. Related staffs are qualified and well experienced and modern equipment to keep pace with the development of the College of Science ensures that training. Some of them are also a number of staff members and more than 244 national awards for boys and 244 girl students of the hostel facility to accommodate international honors, Honors, etc. involved at national and international conferences & workshops will be full of fun & physical fitness for the campus facilities.

**Departments related with study:**

**Subjects of Dental:**
Oral Medicine & Radiology:
Oral Pathology & Microbiology:
Dental Pharmacology:
Pediatric Dentistry:
Orthodontics:
Periodontology:
Prosthodontics:
Conservative Endodontics and Dentistry:
Maxillofacial and Oral Surgery:
Dentistry Community:

4.9.5 Krupamai Hospital

New jobs by the end of the case, the case of paper, then enter the room, taking a detailed history, and then when they go to the Enquiry Counter Kripamayee nursing home in a rental building at the Miraj in 1963, began as a modest 20 beds. Kripamayee Institute of Mental Health, Community Health Services as part of the further spread of the underlying interiors runs free campus.

Services
Mental illness, neurological related diseases, mental depression and with anxiety diseases, sleep disabilities, epilepsy, mind playing absentsm, behavioral drobaks, personality disorder, Marshall problem, sexual problems, Alcoholism and Drug dependencs, psychometric tests.

4.9.6 Wanless college of nursing

History
From the 115 years of its existence, healing and hope to reflect the Wanless Hospital, Miraj Medical Centre, Miraj, run by the College of Nursing rendered in a wonderful nursing education is reflected in the background of the establishment is get reputation to its well and important quality nursing services.

College of Wanless Hospital, Miraj, the countries of the former graduates of the various responsible positions at the job, at home and abroad, as is evident in the thousands, is famous around the world.

Since its inception in 1929 till now, the College of General Nursing and knowledge (GNM), which runs the program, and from 1979 began to PBBSc nursing program. M.Sc.Nursing Basic B.Sc. Nursing program, we very soon begin to show confidence in our academic cap to add another feather to look forward to in the beginning of 2005.

Wanless Hospital College of Nursing building is independent of the vast campus, and all of the educational essentials like infrastructure and previous education, many little essential parts, all the related labs; Prescribed by the statutory nursing organizations, as well as a well equipped library, internet facilities, not
forgetting. College academic achievements, other than a hospital, nursing students’ practical training and skills in the areas of medicine and ultramodern equipment to cater to offer all specialties and super specialties. Co- a variety of curricula and extra-curricula activities of the students is part of the personal and professional development.

Their enthusiasm and interest in the work we are active and former principals of the college of nursing, hospital nursing Superintendents and Directors are extremely grateful. With faith in the Lord our God, we upgraded to meet the needs of junior and nursing professionals look forward to many new educational and professional pursuits.

**Nursing:**

In this modern day and age, a patient's care, "all-round" or to be "comprehensive." Patients need to be treated for their physical diseases and ailments, but there are psychological and environmental! The steps also. The health of the team doctors 'diagnosis' and treatment is emphasized, but the "total patient care" is left to the nurses.

A nurse patient (professional care) 'with' patient (custodial care) and 'to' patient (technical care), but also for 'works. Surrounding the issues of the day, or disease causing the nurse to the patient and his family to work on the day of his illness, but also about the only patient in the position of an assistant to advise the patient to find and encourage self-direction, is believed to be adequate rehabilitation teach.

So, a nurse, and she was an important member of the health team æ crucial role.

**Experiences and Facilities:**

**Clinical**

Community Center of the candidates, including special units and are exposed to all areas of medicine. They relate to the theoretical knowledge and the practice of nursing is expected to co. Clinical monitoring of training and experience in clinical teaching is done by nurses, nursing supervisors and staff.

**Community**

**Health**

**Experience:**

By urban and rural areas as part of a study of the council of Indian nursing recognised syllabus for the students.
Hostel of college:

This is available for the college related boys and girls. Will be provided for the outside students who are essential and who comes from out of the station. The management will be changes charges year to year. Local areas students come there form their home. Hostel facilities will be giving for students who need to bring essential material for their rooms. There are essential outdoor and indoor games have to provide. Visitors have to provide new room for staying. This is depands on visitors to gate facility or not.

Library:

There are well modified library facilities have to provide in new building. I own the books they buy for each student, is encouraged. Training and experience for students to well guide and proper help this is the librarian. There are latest books also availables, with more than 4,000 different titles are available in volumes.

Transportation:

Little bus is to be give for the candidates to come fields of experience of hospital clinic.

Holiday and periods:

Holidays and Vacations are followed by the rules of college and hospital as well as university.

Exams as per syllabus:

It is calculated as 25% of the total marks under an internal assessment, as are apart. Tests at the University from time to time, assessment, care of nursing staff, studies of case study, plans of nursing staff care, guidelines, presentation of related study case performed. As a extra study there are common experiments performed in each unit. Two times in the year practical are performed. I have also included regular clinical assessment.

Residence:

Female student nurses kept a lovely home. Attractively and comfortably furnished with modern gray stone building, students accommodation. Every Nurse is supplied with, blanket, sheets, towels, mosquito net, pillow and pillow cases to get her own mattress. Jewellery must not brought by them. Men's hostel, the students have been placed in the empty beds.

Services:
Services has been directed by the physician and the health nurse. And on the threshold of a complete physical examination will take place after the annual. Immunization will be given when necessary. Special drug, the original creation of the universe. There are leave problem in Additional leave. The high level of the Medical Service will be charged an annual report.

**Clinical Services:**

Wanless Hospital medical services and care for the patients of the study is excellent. All clinical specialties, the hospital has a capacity of 400 beds. Its medicine, surgery, Orthopedics, Ophthalmology services, pediatrics, Neonatal Intensive Unit the mother and child care.

**Philosophy and Objectives**

**Philosophy -**

We Nursing College of Nursing staff nurses in the system of care are integral part to the health precotions, in which are most important partners. We trained nurses’ degree, diploma level, thorough knowledge of the scientific basis and the amount expected to be competent to give comprehensive nursing care. As we also trained nurses in the hospital setting and in the community to understand the social and health-related issues and able to comprehend and believe that it will be able to intervene and work in a social change agents. By the end of this training, we are also improving the quality of all the potential leadership and with love and compassion are expected to contribute to the progress of the changing health needs of society. We are also very real and with the compassion of our selfless service project to install the all-round personality development of the belief in the minds of our students.

**MMC and Nursing College's Mission Statement:**

We Miraj Medical Center and College of Nursing to the management and staff, irrespective of caste, creed, religion and sex, health care, all of which are necessary to deliver quality patient care, affirm our faith and confidence. College of Nursing to build a healthy community and a nation at large with the knowledge and skills to prepare them to contribute to the value-based nursing degree or diploma level, imparting education to work in a team with the team spirit of the confidence is there.
Objectives of the Course -

Degree students at the end of the training, diploma level will

1) With science-based knowledge, the depth of the nursing care needs of individual patients and families have access to and be able to meet these requirements through the use of all possible resources.

2) Develop and set up a bed in the hospital and community health, quality of nursing care will be able to give.

3) Community, social, health, and welfare programs affecting Be aware of the various forces, & perform incarrying out and planning out community health programs & ready.

4) Formally and informally in both the medical and nursing education programs will be able to develop the skills to teach

5) Take a look at the areas in which the critical need to develop, as much as possible to be able to bring about changes.

6) And other allied health staff to guide and coordinate the care given to non-professional workers, to be able to delegate.

7) High standard of nursing care rendered by the health team and to be able to direct others more responsibility and leadership responsibilities.

8) Starting positions are responsible for the promotion and developments of the profession assume the ability to make the maximum contribution.

9) Research Methodology & Nursing Research to recognize the need to be understood.

4.3.7 Lions Nab eye hospital, miraj

This is a trust of charitable, this foundation is working of blind and the community for the Blind, and the National Association for Sangli, Maharashtra & North Karnataka in the rural area in the south of serving the poor & needy patients in the eye. The company I care, research, education and community work selflessly working in the field of public Charitable Trust. 2008 Certified ISO 9001 this is one of the rare non-profit organizations. Eye surgeries free of charge to about 50% complete and will be the subject of any compromise.

High distinctive characristics of this foundation are education, fulfilment and training for staff. DNB and the opposite side of Ophthalmology medical students aspiring to become a special post-graduate courses as there are more of those who
wish to specialize in Ophthalmology Pediatrics, vitreo-retinal, or get super-specialty fellowships. The two-year fellowships, General Ophthalmology, Pediatrics, Ophthalmology, and are available in vitreo-retinal. Graduate Diploma in Optometry College of Optometry conducts courses. Paramedical staff, there are various courses and trainings surgical procedures are performed regularly in the short-term training. Hospital are work independently in the field of eye care Kanakawali, the center is located.

In western India, this has leading for eye care services. All related cities and states patients come and took treatments, so that patients can take advantage of the facilities, strategically located at the border of Maharashtra & Karnataka. Hospital gives patients very much so far, 1607919. Lions NAB Eye Hospital, Miraj 1, 84,111 eye surgeries performed in 1992.

The patient is helped to focus on the full 1385 Keratoplasties hospital & Parasmal Kocheta Lions Eye Bank, Miraj. Many patients are fulfilled by eye from this foundation.

This is a famous ophthalmological institute, and also a best institute for ophthalmology essential leaning and earning. It D.N.B. As a post-graduate courses & DOMS SICS & Phaco training and short-term teaching.

**Blind association of National:**

This blind association for blind, working for the blind and reperformance for helpless. for blind children with essential learning needs Sushilabai Ghodawat takes care of the blind. From this school fifteen students are passed out. Today fourty two candidates are attended the residential schools.

Rehabilitation of Blinds by National Association

1. Office File making, chalk making and canning chair doors, which engages in the business, such as running a shelter workshop.
2. Blind self- telephone services and other small services help them, farmers will be employed, giving financial assistance
3. 135 doors have been rehabilitated so far.

**Department of Family Welfare & Health, New Delhi** - World Bank Satara, Yeotmal,
Goa, Belgaum Lions NAB Eye Hospital was selected to support a national survey of blindness. IOL Surgery Center was recognized in 1995 by the Lions International.

**International ORBIS**, foreign countries like U.S.A are a powerful partner for fulfilling the eye centers.

**Education and training:**

This well fulfilled and leading center for eye care. Eye Hospital provides eye surgeries of all kinds, but also different levels of Ophthalmology received education only.

DNB & DOMS (CPS), such as post-graduate courses in Ophthalmology.
By the College of Optometry, Optometry & Ophthalmic Technician Assistant Diploma Bachelor's degree programs and small incision cataract surgery (SICS) & Phaco (phacoemulsification), surgical procedures, such as surgery, are available. Training are imparted regularly.

**Education & Training in Ophthalmology**

**P.G. Degree, D.N.B.-** D.N.B. Registration will be offered every year in the month of January. 2 DNB primary Passed candidates - there are four seats. Diploma holders in Ophthalmology, candidates, 2 D.O.M.S. tenure 2 years D.N.B. & 3-year-old primary candidates for the candidate to pass. Interested candidates can send the application before January 15.

**P.G. Diploma – D.O.M.S.(C.P.S. Mumbai) -**
Post Graduate Diploma course of 18 months duration approved by the CPS. 4 registrations are provided for one year.

January 2.

August 2.

**S.I.C.S. Training Programme -**
You have experience working in a variety of surgical techniques, with step-by-step guidance & independent SICS surgery where a small incision cataract surgery, the training period of one month. Fees Rs.45, 000 / - inclusive of boarding charges.

**Phaco Training Programme -**
Phaco training period of one month. Assistant & Phaco machine as an independent phaco surgery, phaco surgery combined with work experience.
Fees Rs.75,000/- inclusive of boarding charges.

**Patient care:**

Lions NAB Eye Hospital eye specialist and highly skilled and qualified surgeons and supporting staff, the hospital is an ISO 9000-2001 certified. It has its own building; the construction area is 3448 sq.mts. Residents Quarters & administrative offices, general wards, separate rooms, OPD, operation theater complex, and. Lions NAB Eye Hospital, Miraj at 29 to work full-time are eligible ophthalmologists.

OPD rather than running a normal eye, the hospital also runs specialist clinics.

1) Paediatric and Ophthalmology
2) Oculoplastics and Surgery
3) Clinic of Glaucoma
4) Clinic of Medical Retina
5) Surgery - Vitreo Retinal

These clinics, patients referred from faraway places. Lions NAB Eye Hospital, is available in the most remote rural areas where there are no medical facilities operated by a simple analysis of the eye camps. Camps patients are examined. Help of advanced tools for those who need to be brought to the hospital for surgery at the hospital operated in the van. Every year more than 12,000 cataract surgeries for patients from eye camps will take place in this manner.

**Out-patient services**

**LIONS NAB EYE HOSPITAL** Out-designated medical services for the festival are open all days except holidays. If you need special treatment procedures or surgeries, patients are advised to special facilities and advice available. Medical Clinic, shiny Rentinal - - Surgery, Eye Banking and emergency services in all sub-specialties, such as LIONS NAB Eye Hospital Cataract (Phaco, SICS), Pediatric Ophthalmology, Oculoplastics Surgery, Glaucoma Clinic, Retinal is shiny.

**In-patient services**

LIONS NAB EYE HOSPITAL offers State-of-the-art facilities and the latest equipment is equipped with 8 tables and 4 operation theaters are dedicated to the
training of staff. LIONS NAB Eye Hospital patients' comfort deluxe rooms, single occupancy and includes general wards with a total capacity of 130 beds.

4.9.8 Annasaheb Dange ayurvedik hospital, and research centre, asta.

Introduction:
Annasaheb Dange hospitals are begins in the district area. This college and hospital begins in June 1999. College and hospital were related and communicated with Nashik, as Colled University of health science in Maharashtra.

Course offered:
Bachelor course of Ayurved are performed here.

Eligibility:
For this course students must be qualified tenth class and then twelve class with fifty percentage in related subjects.

Our Vision
To be a highly Reputed Medical Institution to serve mankind.

Our Mission
We at the place of Han. Sri. Annasaheb Dange Ayurvedic Medical College, Post Graduate & Research Center, Eight to the community by providing medical education & services to realize our vision, dedication're bound to get out.

Our Quality Policy
We intend to continually improve the performance of our company,

• structured, organized & co-ordinated approach to the performance.
• The official & unofficial levels, conscious of our responsibilities and powers trying.
• taking the initiative to be assigned to each role.

Historical Development:
Given the enormous opportunities available in higher and medical education with a view to the rural masses, the Honorable Shri Annasaheb Dange, in the true sense of a social reformer, a homeopathic medical college at the interior of the ambitious project, but it set up a pledge asht well connected to the place. Annasaheb Dange Ayurvedic Medical College (ADAMC), octagon Sant Dnyaneshwar Shikshan Sanstha was established in the year 1999. Institute started initially with BAMS course.

Together with its dedicated faculty, staff and students sincere efforts of Maharashtra, the company has earned a good reputation. This is undoubtedly the fact that 92% of the overall result of these features are enviable results in November 2002.
MUHS Nashik BAMS 2nd year examination conducted by the miss from the 1st batch. Swapnaja Deshpande was the first rank student achievement. It has consistently maintained by all successive batches were still more success. The difference is the percentage of students tested in each university, as well as awesome.

**Hospital:**
Highly qualified medical staff, nursing staff, paramedical & 265-bed hospital is well equipped with a •.

- It is very effective in piles & fistulas Kshar & special formula made from scientifically applied to the operation theater expert doctors.
- well-trained doctors in the hospital available to the national & international level, the most effective treatment is the most popular Ayurvedic Panchkarma. Snehana, distilled blood Mokshan, Leech application, Basti, Shirodhara, Hrud the township, the township, such as mediation procedures, patients are regularly available.
- I (Ophthalm) OPD and eye surgeries have been done in collaboration with NAB. Astha & Many patients have benefitted from the periphery.
- Pregnant women are available in the hospital for 24 hours under the supervision of MD 'umpudukatte roga' Department normal delivery, LSCS (caesarean section), available tubectomy (gyanaec & Obst) ANC & PNC Care
- X-ray sonography, EEG, ECG, etc. are available in the hospital under expert super-vision.
- RFT, etc. are provided under the expert physi-therapist traction, SWD facilities such as physiotherapy department.
- appendectomy all types of surgery, such as tonsillectomy expert surgeons etc are under the super-vision.
- 24 hours ambulance facility is available.
- below the poverty line and a special facility for patients and older patients.
- In the 'ball of the phototherapy roga immunization (polio, tripple, BCG), polio, etc. available in the facility.
- disease-free life, and expert 'yoga' teacher-guided available under the treatment of various diseases of yoga.
- Regular health checkup camps, camps and taken to the hospital & peripheral villages analysis.
• The faculty of leading physicians, nurses, under the CME lectures, arranged for interns & doctors.

4.9.9 Loknete Rajarambapu Patil Ayurvedic Hospital, Islampur.

This hospital is related with Prakash Shikshan Prasarak mandal. Affiliated by Maharashtra University of health sciences from Nashik. This is established in 2002. Founder of this hospital is Shri. Nishikant Prakash Patil.

Special Features:
1. Adequate laboratory facilities.
2. Well equipped various departments.
3. Herbal gardens.
4. N.S.S.
5. Examination department
6. Herbal Gardens.

Loknete Rajarambapu at Islampur Patil Ayurvedic Medical College & Hospital - Pune Road, 2002, in the town of Islampur Islampur towns, 40 km from Kolhapur, Sangli, Karad, which consists of 40 km and 28 km from the domestic air ports That is just the center area of the neighborhood. Town, etc., agriculture, industrial and education is increasing day by day in all sectors and in Sangli district has a good look at the picture.

Hospital of college:

This hospital staffs has the appropriate training to 8 OPDS and it is located in a gap on the CCIM, New Delhi is to meet the terms and conditions. Triads in our hospital Kshar Sutra, ICU, etc. NICU, Sonography, tread mill, along with modern facilities, including X-ray pathology lab offers yoga and other traditional Ayurvedic treatment facilities. Take the cost of medical treatment to the poor patients in our hospital regularly for medical check-up camps in remote villages, the specific arrangements adopted. It is better to have an operation theater.

Course offered:

There are degree of college gives 'Ayurvedacharya' degree, College UG intake capacity for the course is 50 BAMS and Post Graduate Courses in three subjects healing etc.

Other Facilities:
College and hospital have facilities of racanasa BK, Ayurveda, sections. Ayurveda and research undertaking undergraduate training is provided. College hereby villages also provide extension OPD services. The College offers modern Ayurveda Panchakarma treatments, diagnostic procedures, including the general and specific treatment is a teaching hospital with all specialties. The college library, modern medicine, books, medical journals, and magazines, including the number of more than 7000 books. It is quiet, it is very broad and study halls for boys and girls are also faculty. Including library. sign, when Disha phase and more than 600 medicinal plants and spices have 300 acres and two outdoor and indoor games as well as play ground facility has been developed.

4.9.10Bharati Vidyapeeth Nursing College:
The college has an excellent infrastructure. Recognized by the Indian Nursing Council (INS), the college imparts knowledge and skills leading to undergraduate degree in Nursing. This is established in 2007. The Principal of this nursing college is Dr. Nilima Bhore.

Facilities:
The library offers the following services to users of the computer, the computer section:

1. Internet browsing and access to online journals
2. Such as sliders, performance materials, such as transparency and color scanning facilities to prepare
3. Printing and color printing, scanning, CD writing to set the quality of the file, editing the project / thesis, data analysis, providing support for the students and faculty members, and with printing.
4. Total internet facility is free of cost.

Sports:
College, and a variety of outdoor basketball and volleyball games, such as the door, Costa Rica throws; in the medical, dental and nursing colleges are held every year with the participation of sports.

Library:
Library books, journals, reference sources, including the nursing literature, a large collection of pamphlets
Hostels:

College hostel and campus are in same area, men and women, available in both vegetarian and non-students. Televisions are used by students. Hostel warden to assist in the campus area. Diploma and Certificate courses.

Campus: Total area of building having up of 3125sq.m.

Library: And nursing books on a wide range of international and national journals, magazines, e-books, e-journals, and a wide variety of the membership of the reading rooms of the British Council Library, Pune

Classrooms: There are 8 Spacious, well ventilated rooms with supportedOHP, LCD, OHP and slide projectors.

Nutrition Lab: Facility, prepared to demonstrate and deliver a variety of therapeutic foods

Nursing Lab: Simulation models are used in many nursing practices. Is displayed on the digital charts with information about nursing

Other Equipments: medical related equipments are available here.

Computer Lab: Free broadband Internet access to the latest state-of-the-art technology equipment.

Playground: Table tennis, Kho kho, volleyball, football, cricket ground, and basketball facilities

Auditorium: There are 315.5 sq. m. of area multipurpose hall for all concerned activities

Shared Facilities on Campus: There are boys and girls Hostels for students.

4.9.11 Vasantdada patil dental hospital kavalapur, sangli

History

This is begins in June 1989. This is observed by a trust. There are positive purposes behind to open this college and hospital. A friend of vishnuanna patil come together and wants to do something in the memories of shri. Vasantdada patil, so they open this college. Place in Sangli district in Medical & Dental health treatment and education of the farmers.

Late Dr. Han was appointed Appasaheb Chopade. Secretary & Dental College in January & February 1989, launched in the year of 4th October 2000.
In third year, when the first batch of 1991 & 1992, & all the facilities needed to treat the college has established a full fledge Dental Hospital. There was no damage to the principles of the treatment of any gain on a voluntary basis. Well qualified staff brought for the full time teaching from all over India.

Recognition

This college is related with New Delhi, council of Dental of India., has been recognized by the Indian Department government, Ministry of publication of the notification in the Gazette of India in relation to the BDS qualification recognition of the college students in related authority delivered.

Affiliation

This is affiliated with the Department of Shivaji University, Kolhapur. Currently, etc., all of the medical Sciences at Nashik formed.

Departments

1. Orthodontics and dentofacial orthopaedics
2. Conservative dentistry
3. Prosthodontics
4. Oral pathololgy
5. Oral Medicine, diagnosis and radiology
6. Dental Material Science
7. Periodontology
8. Pedodontia
9. Preventive and community dentistry
10. Dental anatomy and histology
11. Human physiology and biochemistry
12. General and dental pharmacology
4.11 Scope of health care:

Human Resource professionals to deliver health care to their citizens to high-quality face many obstacles. Some expenditure budget problems, a variety of material holders price, absence rate among workers include lack of coordination. Health care providers and the best service to the patient through interdisciplinary teamwork coordination of spectrum use good progress in the field of health have been recommended. At the end of management, of in the health sector reform will be the successful.

The while monitoring various countries, practices related to the significant difference. If Canada, CHA within the field laws impact is clear. Moreover, the results of the health care debate on Canada's tires against two-tier system of human resources management drastic effect can be. In addition, professional, we meet demand; developed countries have found that new members have a tendency to. Rapidly escalating health care costs, and related disease, not with United States, human resources management in the relationship between examinations reveals three major problems.

4.12 Limitation of health care:

These problems result in significant and devastating physical and mental well-being of every American Health and Welfare to affect the whole nation will. Physicians appropriate advice and treatment of a person or factors difficult to obtain because many of the American Physical health was in danger. On the mental state of the patient or harmful physical conditions deteriorate further and may be the result of improper stress can, to a large extent can be.

Checking the human resources management case study clearly system of and cannot do. Development and improvement of healthcare professionals in the American philosophies is essential. Research and study the results may be beneficial to patients of all organizations and additional resources need to be conducted to determine the mechanism.

4.13 Healthcare Service:

The health care industry is the primary front-line staffs (customer-facing employees) are the doctors and nurses. Tender loving care of the nurses (Korczynski, 2002) provides a more personal relationship with patients, but doctors have. During the discussions relating to the diagnosis and treatment of the interaction of doctors
and treatment is limited. However, patients, nurses interact with patients throughout their stay. They pay regular visits to the patient and to help them meet their needs. Pressure for efficiency and effectiveness of the health care system (AIHW, 2005) of the most resource-intensive part of the hospital sector, pronounced. Therefore, SERVQUAL primary responsibility for the conduct of doctors and nurses. They are entrusted with the task of patient satisfaction and their collective responsibility to ensure that the patient needs to be fulfilled. Or because they create different com-
from the perspective of doctors and nurses in various HR practices and policies need to be develop.

Service value chain ponents. Thus, such (for retention), revenue sharing, the doctors, in the case of policies, however, is more and more the importance of the nurses, training them to be of high relevance (quality and quantity of service) to help manage the dual objectives. Contradictions between bureaucratic imperative to deliver effective health and the health of workers and the desire to create tension in the center of the work are meaningful to patients, to give personalized care (cob - Customer-oriented Bureaucracy). Provides a place for the socially embedded real pleasure relationship with patients and healthcare workers (Korczynski, 2002) mean-
ing. There was a significant improvement in the healthcare sector 'Primary care' concept. Basic nursing and patient-oriented rather than task-focused and their hospital stay (Wicks, 1998),

Who is responsible for their care during the entire period of the same features found in each patient will have a qualified nurse. A lot of companies that profit maximization, however, stressed that the technical rationale and quantitative ability. The dehumanizing effects of the hyper-specialization of health bureaucracies (Bowman, 1989) of the clinical manifestation of a broader phenomenon. Analytical lens is basically a user-oriented nature of the competition also highlighted the health authority apparently 'The Consultant' talks about the idea of the superiority of The jurisdiction of the medical science. This object (the patient) theoretical knowledge of medicine on the importance of this knowledge is applied. This is the line of authority in the form of bureaucratic authority and nurses are often the voice of patients (2002 Korczynski) the name of the voice work for the 'medical rational authority' (Korczynski, 2002). 'Patient advocacy' unique concept known as the author of the medical rational ity, as opposed to the concept of health organizations, and something
else. The current scenario in the healthcare sector, especially in hospitals, profit maximization, another exclusive challenge is the importance given to patients in the home medical rational authority. Many hospitals are becoming increasingly necessary to meet the needs of customers and comfort.

Non-medical managers and administrative procedures at the forefront of the fact that patients are at the end of the form. Another facet of the medical profession need to understand this field, sional identity, is profes- commitment, and ethics, organizational identity, commitment, and ethics will stron- are comparable. Doctors and nurses are the first of their profession and their institution swerable one. Any conflicting situation, or otherwise, that will drive them to al- it is their professional ethics. The Health professionals to join the organization to which they are instilled. This is something that will be uncovered in depth at a later stage.

1 **Registration:** the system to the user will be presented to the user for a username and password to login to the system, so that it was able to enter the hierarchy. Also the correct. (Ie the adoption a, shops, etc, depending).

2 **Laboratory / pathology laboratories** in the hospital to keep track of the automation system. Purchase of equipment, inventory and billing system will be maintained by the purchase. Patients with a variety of system and its records.

3 **Inventory System:** a system to name a few, of hospital, such as a list of all the different sections of the track may have. Stock & seller are managed by the system. Invoice, purchase orders, purchase requests, and the details of each transaction reports generated by the system will be maintained.

4 **Food branch automation systems** to keep them in foods; automatically branch. As well as keep in progress related services.

5 **Help of Medicine:** A most important part of the pharmaceutical department is to improve help list. And category information about the details of the patient's prescription? Specific drugs of the related management. This must be released.

6 **Patient record management:** the details of this documents are to save it well. In addition to the documents in the case when there is a regular patient at the hospital to visit his complete diagnosis chart provided by the system. Also there will be a great help to the patient, the patient's family and doctors, as well as the Internet by logging in the system the details of its knowledge.
7 Management of Record of the Staff: Employee held to the details of the online system for a username and password, they can maintain a log of activities related to the department concerned to provide the users concerned. As well as the right of access and rights provided to a user and the system records the existing users can add, delete and modify.

1 Operation Room / ICU management.
3 Blood Donors / Blood Group database.
4 Hospitals Group, through the internet (if any) communication.
5 Management of internal structure.
6 Health care instruments management.
7 Hospitals & Features of its websites.

4.14 Manpower evaluation in hospitals:

With some crossover between the sections of the hospital staff, including a wide variety of health professionals. For example, physiotherapists and doctors often work in different areas, as well as out of the services, working in the same work. Below you visit a hospital; you'll come across a list of the main sections. Also a big unit. Every section is also of particular interest to those under them with a group of junior medical staff that is intended to be overseen by specialized consultants.

1 Accident and emergency (A&E):

If you've called an ambulance to take the chance of an emergency where the (sometimes called risk) of this section. If you have an accident yet, but it is here to cure. The slots the all of the staff to operate and have to deal with emergencies. Assessment of patients with minor injuries and the general support of the nurses, the order will need to be found here.

This department plays an important role in emergency cases. Patients need quick treatment. If sufficient manpower are there, they can handle patient well.

2 Emergency Room:

In hospital services there are emergency room for patients. Which are used for emergencits patients like accidents, omitting and poisonings etc? This is important part of hospital it save the life of patients because of fast working with the help of HRM and manpower.
3 Nursing:
This type is to be elements eminent. In addition to all the units of the division of nursing care services to patients of all general and special offers clinics, nursing patients. Constant nurses has and growth characteristics. This basic part of hospital.

4 Internal Diseases:
In this unit, there are main and important diseases were calculated as like diabetes, bloods etc. are specifics.

5 Anaesthetics:
In this section, the activities of doctors to give anesthesia.

- A post-operative.
- Pain relief.
- Injury, pain relief.
- Anesthesia cesarean sections, childbirth and epidural anesthesia.

This department plays an important role in patients, who are going to face of operation.

6 Breast screening:
This unit routine mammogram tests either by or at the request of doctors, women with breast cancer screen. It is always related with another part.

7 Team of Cardiology watch:
- Different related patient, a day is more than a short visit to the hospital.
- Hospital: a visit to a ward in the hospital at least one night's stay is required.
- Based on inner and outside.
- Common behaviour is indicating:
  - To determine risk of stroke the carotid artery in your neck.
  - 24-hour blood pressure tests.
  - Pace entry.
  - If there are any blocks in your arteries heart catheterisation (coronary angiography), see.

The department which is related with X-ray and MRI and City Scan.

8 Chaplaincies:
The clergy, patients, relatives and staff to promote the well-being of the spiritual and religious. The main of the secret regardless.

9 Some cares about Critical:
Those are very sick and low consultant anesthetists, physiotherapists and Dietitians, as well as specialist doctors and nurses running. The need for patients, are transferred into careful units are essential.

10 Diagnostic imaging:
It offers All the Department of previously, it have some essential parts comes under this process.

11 Discharge lounge:
To go the hospital over the last day to help you have the discharge lounge. Do in patients discharge for regular process. Transfer your pharmacy staff, transport and relatives. Such as the facilities in general, and help pass the time. While waiting, if someone feels ill, the nurses come and see you to consult a doctor. Department of protection, including all the related departments:

12 Elderly services:
This service is mostly related with the elder services. Experts are made some efforts into this place and are going to do something new in modern workplaces. This will guard the elder services and its related elements.

13 Gastroenterology Endoscopy:
Is of endoscopy? It into your esophagus and digestive system problems. Small surgical instruments are used for the diagnosis and treatment can be guided down the same way. Intestinal run by consultants specializing in medicine, the department investigates the treats. The Colerectal surgical including it. Able to handle a wide range of studies of the intestinal are often.

14 General surgeries:
General surgical ward have surgery:
   Small surgical procedures, such as hernia repair, attending the patients have a high turnover. It is a unit of General Surgery, tract surgery, child, eye, surgical procedure.

15 Gynecologies:
These sections of the investigation and endometritis, infertility and incontinence female urinary tract and reproductive organs problems, treatment. Cervical smear tests and post-menopausal bleeding, they also offer security. They are usually using the related process.
16 Haematology:

New referrals are seen in emergency admissions with the two doctors, the treatment of blood diseases and malignancies of the blood link. Maternity departments Women who give birth in their maternity care and the choice of drives. Care of can be led to prenatal, childbirth and postnatal at the time of the support. Antenatal clinics offer both normal and complicated pregnancies observing. Problems in high dependency units for women in need of close monitoring to provide one-to-one care.

17 Microbiology:

Department of microbiology, bacterial and viral infections, such as is in all aspects of microbiology. They are doing which grew to become a high-profile following. Consultant in microbiology and microbiologists from the head of the team of doctors’ surgeries in the hospital, the patient test samples sent to them from the medical staff.

18 Laboratories and Blood Bank:

Medical practices in laboratories and can be obtained from detailed laboratory investigations that depend on accurate scientific data. Therefore, laboratory investigations, hospital and primary care clinics and security agencies, and colleges of students applying to enter in all of the patients who seek medical care are made. Laboratory and blood bank services provided each year, according to the international standards being developed considerably. External to the unit, reducing the number of samples sent to the laboratory trial was a success. This is connected the collaboration of some of the hospitals in USA.

19 X- Ray:

X-ray unit, the primary mission of this unit to image the needful, X-ray endoscope group sectional and provided with rows of linear, digital group for venous imaging, ultrasound scanning equipment, modern groups of four. Today the development of equipment, color ultrasound and nuclear medicine with modern equipment, new equipment: modern and advanced equipment, including the number of the unit itself. The unit in charge of the blood veins helical scanning equipment and is in the process of procuring imaging equipment.

20 Physiotherapy Dept.:

It referred to a special clinic, hospital or primary health care clinics provide services to patients. This unit is the number of physiotherapists and assistants.

21 Military Affairs:
The Department is involved in coordinating the hospital, military men to all of the reports may be presented, and the follow-up, and to prepare their files, and by the heads of departments of the unit to follow up on their job performance.

22 Medical management and engineering:
Medical management and engineering facilities and equipment in the hospital is responsible for keeping the practical situation. Also, monitoring as well as implementation the will in it. Air-conditioning, electrical, plumbing, steel works, joinery work and support, including workshops, to facilitate the daily operations of the organization of the management of the hospital maintenance, performance of patients and equipment operators under consideration, taking into account the high degree of security measures to be taken to hospital.

23 knowledge and connection progress:
This unique support, communications of personnel to the hospital, adopts in order to achieve the mission and strategic goals.

24 Catering and Food Services:
This branch of the patients and hospital staff as well as individuals, as well as catering and food services.

25 Patients Services:
Service welfare to patients and the patients and hospital policies and facilitate their reporting requirements, and the necessary treatment, and guidance to help them all directly related to the activities and interests of the group and offers the advantage of a hospital that provides care and preventive services.

26 Patient relations:
Inpatients and outpatients of the unit around the clock, including problem solving the system will be forwarded.

27 Admission Dept.:
This unit is ready to co-ordinate, and, according to the classification of cases of patients within the different medical departments to set up a reservation for clinical applications is the ability to achieve maximum use of the ideal and the (emergency emergency and normal). To coming patients are related with this part.

28 Medical Records:
Placing the unit and the medical records of outpatients and inpatients (files) involved in the operation.
29 Neonatal Unit:
Newborn infants in neonatal intensive units, high dependency and special care cots that were used for. It is always of interest to children and their families, maintains close ties with the hospital maternity department. Neonatal units, whenever possible, to stay with the mother and the baby have a philosophy.

30 Nephrology:
The Department oversees and renal (kidney) problems in the assessment of patients. Kidney the transplant. They are also for people an exchange, the supervises the day dialysis.

31 Neurology:
This area (nervous) and their staff run by doctors specially trained. There are also children in the treatment of pediatric neurologists. Occurring between outpatient appointments for patients to help with any problems, liaise with consultants and GPS.

32 Nutrition and dietetics:
Trained dieticians and nutritionists set up as part of a multidisciplinary team, hospital wards and outpatient clinics to provide food expert advice. With specialties, such as: Have diabetes, heart disease and osteoarthritis patients to provide group education.

33 Obstetrics and gynecology units:
This is part of health care prefers the essentiality of maternity related process. Gynecologists, specialist nurses, midwives and imaging technologies, including a link to the pair of them, there is a wide range of staff.

34 Protections:
• For abnormal cervical cells, laser therapy, or hysteroscopy.

35 Occupational therapy:
Physically or psychologically after the temporary disability of the profession, including medical treatment, helps impaired people. It is observed in the areas of health. Goal help people to participate in physical and mental functioning are to restore life to the fullest. Occupational therapy assessments to understand the needs of their support are often given to the assessment of a home with the majority of patients, the hospital discharge planning guide. Staffs also need to arrange for the necessary.

36 Oncology:
The chemotherapy treatments for cancer, blood disorders, tumors, and offer a full range of. Oncology (cancer care) specialist in the training of doctors and nurses, staff, close linkages with other sectors of the surgical and medical groups.

37 Ophthalmology:
I serve segments of the eye, including all people:
- Vision test
- Squints

All related tests of eye.

38 Orthopaedics:
Orthopaedic can treatment of there. Hip replacement the bone fractures, carrying everything from setting the implementation of the agreement made by the doctors and nurses. Orthopaedic Trauma soft tissues, as well as musculoskeletal injuries are fractures and dislocations.

39 Pain clinics:
Anesthetists is the chronic acute the usual aim to help. Therapy, are available.

40 Pharmacies:
Hospital pharmacy, pharmacists, pharmacy technicians and drives attached to the staff. Hospital-based services, which are responsible for the drug, including:
- The purchase of drugs and pharmaceuticals, distribution and supply
- The help of medication.

To use as a guide to a hospital pharmacy provides a drug formulary. It is also a clinical trial management and review of the ward to help monitor drug use. This unit is applicable to the specialist doctors and pharmaceutical precautions and rules of professional responsibility to provide patients with medications prescribed for the provision of related services. Also, this unit is the College of Health Sciences to train students and pharmacists quarterly periodical examinations in addition to dealing with drug treatment, in print, and with the participation of physicians and provides the drug, College of Medical Sciences.

41 Physiotherapy:
Physiotherapists through exercise and manipulative therapy, after surgery, for example, the body to promote healing. This is a wide range of medical conditions they treat and advise patients, mean estimate. They also know how to do things more easily provide the health of patients and staff education. Department of Physiotherapy and
rehabilitation services to the forces of their own, offered to patients in wards. Physiotherapists often work together in joint teams.

42 Radiotherapy:

Implemented physicians of the conditions such as malignant tumors and cancer radiotherapy (X-ray) treatment.

43 Renal Units:

Nephrology teams closely associated with the hemodialysis. Most home hemodialysis to this type.

44 Rheumatology:

Physicians are to experts in the field. From the department of orthopedic conditions and to ensure the. Rheumatologist, by regularly, you need to review. Alternatively, you can manage your condition; your GP may be one health.

45 Treatment of Sexual healths:

Section gives essential information about body of human.

• Suggestion and guidance of testing and treatment.
• Self family security.
• Information about counseling.

To reproductive issues. With the department directly and do not need a letter of referral from their GP.

46 Urology:

Urology consultant surgeons and their surgical teams run by the Department of Urology. It is linked to problems with the kidneys and the bladder-based investigations in all areas.

The implementation of the Department:

• Process of prostate.
• Treat about the stones of kidney.

47 Department of Social Work:

Some of the patients in the unit, and the social, psychological, or financial issues involved with providing help and assistance to their families. In this case, the patient and his / her circumstances and recognize that the provision of all the problems that may hamper the recovery process.
The unit operations and preparing to conduct educational programs, training courses are represented, and the performance with the goal of raising the level of productivity growth rates is the development of manpower. Its goal is to maintain a series of scientific forums, conferences, courses, and making educational opportunities available in the areas of continuing medical doctors, nurses, administrative staff, education programs, support services, staff, resident doctors, programs in various fields, as well as intensive training programs, job organizing a delegation of scholarship programs making, and health education programs, to prepare the hospital for internal employees, workers and labor ministries. Within a hospital unit for Post Graduate Studies in the Department of Post-graduate programs and is responsible for coordination with other training programs.

In addition, the Ministry of Science degree programs in the fellowship ended, taking an internship program within the hospital, the doctors and the medical and health organizations, college students and colleges, training is likely to be available to the ship. Hospital, medical and scientific journals, many with special needs, along with the instructions contained in the group specializes in the library. Email research and international medical centers exchange of the health, the library has been introduced. Moreover, the electronic library has been set up to rule on compact disks. Currently, a study is carried out with respect. Learning computer and applications, as well as maintaining the unit in a foreign language, English language training courses to prepare for the test on the different levels of English language, medical terminology, and organize courses courses.

49 The Human Resources Department:

This section of the program is very effective in the management and operation of all specialties to work in attracting and hiring human resources functions. Also, keep it together with the policies and procedures applicable to the rights of employees and the hospital. It was tough to keep the account open recruitment offices and placing information and a job description and salary level of the periodical updating of the database and taking into reviewing all of the employees in the program, and the organizational structure and the way the technology works automatically in accordance with modern techniques, through official channels, which updates are required.
50 Finance Departments:

This is ideal for the use of the budget and budget items related to the display of all the plays. Also, it is rather to prepare and monthly wages, and operation and maintenance, and end up buying deals. In addition, it is the amount of money available to buy all the ingredients and equipment.

51 Continuity and daily work Developments:

Plan the by of the Ministry of Interior employees and families to ensure the best levels of health care and post-operative follow-up for all the works relating to the take-up and follow the plan. Quality Division of the Department of the hospital dani task of supervising the successful operation of the service and the quality of all projects and through participation in the review of the policies and practices of all departments of the hospitals behaviour. Carrying out research in the hospital and the hospital management negotiated with the performance of the mission of the hospital serve the objectives of the policies and performance of the studies.

52 Public Relations:

The hospital shall have interests in any of the two. One of them is internal and the other external. Parties outside the scope of its operations in the communications department of the hospital and the hospital, along with the internal public relations are concerned with patients. In order to achieve the ideal media use all of available public relations. In this regard, it is, scientific forums and conferences and scientific meetings, educational programs and activities, media coverage, and made known to the value of the media coverage of the activities of the hospital, and made visits to the hospital to prepare booklets materials involved in the operation as well as the comments of various cases, the goal of education and health education week participation, and "health education” services rendered to patients in the hospital at issue and the research and know the procedures, with the presentation of questionnaires, pamphlets, posters.

53 Health Educations:

The Department of cases is contexts, involved in the implementation cases. Lectures understanding of inpatients and outpatients. It is also an international health education around the issue of books and pamphlets relating to the elements of the unit’s participation in various educations prepare many publications.

54 Communications & e-mail:
This branch of the security forces and hospital inpatients and outpatients, which is engaged in providing information services to employees.

55 Real Estate & Recreation:

This branch of the security forces and employees of the hospital offers the best of home and entertainment services.

56 Departments of Materials:

This branch of medicine and medical supplies to the hospital to procure and storage involved. This branch of the three units (shopping, buying, and property) is composed.

57 Department of Transportation:

Providing transportation services to the employees of the department of the hospital and transport services, in addition to schools and shopping centers, transport them to the airport, and are involved in the transport.

58 Fresh Cleaning with fresh Laundry:

Resources are ideal for use to the hospital, in the light of the rationalization process and keep clean the hospital is involved in all the activities and policies.

59 Central Disinfection and Sterilization:

This branch of the central disinfection and sterilization of hospital policies and procedures involved in the application.

4.15 Conclusion:

Health, a global perspective, in particular, has found it very difficult. Our research and analysis and health sector reforms and human resource management in developing countries are an important part of elements and many different functions have. Canada, America, Germany's system have indicated that was brief overview of human resource management. Governments, including the motivations the shareholders, the doctors and main goals. The especially the opportunity to create a two-tier system has been found. Challenged by the problems of the current American health care system; American, test set of actual study the role performed. In Germany, health care, the condition is caused by a glut of doctors, there are problems; this material is the result of human resources. In developing countries, more affluent district and / or as a result of a larger problem facing the medical care to people in rural areas are improving health care. And people the end, the concept of human
resource management issues that need. To the world of human resources programs, people held the area more detailed research will benefit from improvement of human resources and research of it.