Chapter – VI
Discussions, Conclusions and Suggestions

6.1. Introduction:
In this last chapter we are ready determined research findings. Because of we
are collected data from various hospitals. We are collected data on the spot. So that
we are collected 220 questionnaires from different types of employee’s. And also
collected were 11 questionnaires from hospitals. Then we analysed data with the help
of guide and finally determined conclusions of study.

6.2 Summary:
All the chapters are calculated in this summary. It is showing the brief
importans of the related data. Into this summary chapter wise description are spread
from beginning to the end. We can understand its details as follows.

Chapter– I Introduction, including literature.
1. Introduction:-
Hospital and human resource management of time is a mixed chemistry.
Successful treatment made by doctor so he becomes a God. Day by day life dieses are
increasing and new drugs are discovered by the doctors. Need is the mother of
invention. Men’s control over nature, but it has some limitations that do not want to
know.

Apparently key success in work force was affected. These require suggest
ways to overcome this problem, the proper implementation management to Canada,
Several developing countries to investigate the challenges of the health care system.
Comparing and selected countries, health care, human resources management and
practical subjects and gave help to them. Effective HRM in the direction of the
company and to enable Employees Company efficiently and effectively.

Hospital Resource Management (HRM), a hospital physician practices and
hospitals they serve, based on clinical and financial performance measures, and is
dedicated to the development. HRM Anesthesia, Emergency Medicine, (both medical
and surgical) Hospitalise Medicine, intensives Medicine, Pathology and Radiology of
the particular work. HRM, we tailor for each client to ensure that we can help with
advice provided based on their specific needs. HRM's staff, from management
consulting and assessment / benchmark the services provided; A) hospital system, and
said the review would be carried out and the integration of multi-service places, b) the review of the (name of the facility and professional services) or physician practice, and c) to assess the comfort of their professional and contractual relationship.

Our initiative is expected to have a set of actions, regardless of the service to choose. Peer group and our business and offer an independent and objective assessment of the medical staff, from management's estimated by comparing the development of the industry benchmark. Initial assessment HRM, plan, direct and implement the full range of solutions to improve. Increase from day to day activities of the department and specialty physician practice these solutions:
1. Nurse and physician productivity growth
2. Do not promote market-based physician compensation modeling
3. Revenue cycle and payer reimbursement process efficiency
4. Patient access and patient flow optimization
5. Non-provider staff to support the effective deployment

2. Statement of the problem.

Miraj is Medical Hub in North Karnataka and South Maharashtra from Ancient time. There are also private and Government Hospitals. There is all the type of Medical facilities provided in the Hospitals. Complicated and Critical Surgery will be successfully done in to this place. Today Hospitals uses developed technology, high type of medicines and Air Condition Operation Theatres. Doctors also have high qualified and full of experiences.

Into the Hospitals management are used
1. There is no complete study about hospital services point of view.
2. Human resource management is also a broad view but in modern factor.
3. Related study will be informing you about present HRM in hospital service’s for growing positive atmosphere.
4. This study will guide for hospital’s to improve their services.
5. It will help to hospitals to provide many facilities perfect and properly with tremendous effect.

3. Significance of Study:-

In this study, to improve their services and other government policies that will guide of the hospital service. It's a complete experience and teach the patient how to give a
proper and healthy. All of the positive and negative aspects in the field of medical and hospital, a study was also helpful. In this study, hospital staff will have a guide line.

4. Objective of Study:-
   1. Human recourse management point of view hospitals view towards services.
   2. To study the expectations of patients from hospitals.
   3. To check the quality and efficiency of the hospitals.
   4. Investigate the various factors which are effects on patient’s behavior for medical facilities.
   5. Study the government’s suitable policies for common people.

5. Conclusion:-

   It depend on related management to give a luxarious service to the needy person. Best services have to give them and make it fullfull. We have to find out the perfect conditon of the present patients. Then decide what types of proces of treatment will be performing for better cusr of patient. The key to Again the management is workforce strategy varies with good results and to obtain.

   Recruitment, of the management, and work in the company. Man power is an organizational deals with issues related to HRM hire people.

Chapter – II Review of literature.

1. Introduction. Review of Literature gives us Human Resource Management information and Hospital information also. Review of Literature inspires us for the research in Hospital Management. It shows the depth, verities and importance of the literature. In Human Resource Management man power and its well management gives us positive results. Literatures motivate us to do something new in our research.

2 Previous Review of literature.

   Well manner complete of above process. Study the related documents of Biography. Important events are explained by researcher. Hospital data were studied by researcher and antecedents are in on going process.

Chapter – III Research Methodoloty

1. Introduction:

   Management of people at work in human resource management. HRM organizations to connect with people and help each other in the process to achieve the goal of both the people and the organization. Various policies, procedures and practices are designed to help achieve their goal of both the employees and the
company. People at work, company associated the dimensions come from the management to behave as a unit. The company, therefore, motivated to develop their skills to achieve a higher goal, and it is important to provide a commitment to maintain the level of work, including people, to buy them.

3. Hypothesis & the methodology.

Followings are the hypothesis

1. Man power of administration is playing a role in Hospital services.
2. Man power of administration is not playing a role in Hospital services.

3. Methodology of this Research:-

3.1 Introduction:-

Present studies are being mainly depended on two of data. Next documents gathered official documents registered hospitals. With help of statistical tools all the data will be tabulated and interpreted. Data will be shown as possible as clear.

3.2 Collection of related Data:-

Present information will be gathered from both the parts i.e. Primary documents & Secondary Data. To the related work two of the parts are important.

3.2.1 Primary Data:-

The main source of the Primary Data will be the questionnaire method, some personal interactions and interviews with the Employees for gaining the data.

3.2.2 Data of part two:-

Part two documents will be obtained by internal available material of like magazines, documentary, books, internet etc.

The part two documents are gathered by the –

1. Information of Non-Governmental organization of sangli district.
2. Government publications.
3. Private hospitals publication.
4. Published reports and survey concerned with hospitals.
5. Published sources collected from various libraries (such as books, newspapers, magazines, documentary, internet etc.)
6. Research papers, project reports, search on surgery M. Phil and Ph.D. thesis etc.
8. Publications of hospital services and improvement facilities in private and government hospitals.

9. Reports from Medical institutes.

3.2.3 Sampling Techniques:-

The present research will be conducted in selected hospitals in Sangli district existing for more than 10 years. The universe of the study will include all the faculty members of selected Hospitals in the Sangli District. Approximately 860 hospitals faculty members have been recruited and are presently working at various 11 big hospitals at three different levels, out of these 208 faculty members will be randomly selected for the present study. This sample size will contain 25 faculty members randomly from each hospital.

3.2.4. Processing and Analysis of Data:-

By using appropriate statistical tools related data will be classified, tabulated and processed, like standard deviation, ratio analysis, correlation and regression, compound growth rate, average percentage, simple growth rate. With the help of charts, maps, graphs, picture etc data will be shown. Computer software will be used in all over. Networking will be useful for this mostly.

3.2.5. Scope of Study:-

The related study is indicating Human Resource Management in Hospital Services in Sangli District.

4. Important, result and discussion.

This paper shows the hospital services are providing. All the related data are collected from secondary sources. I visit to related hospitals for data collections. Data are collected with interview, questionnaire, books, annual reports of Non-Governmental organization of Sangli district, Government publications, Private hospitals publication, Published reports and survey concerned with hospitals, Published sources collected from various libraries (such as books, news papers, magazines, documentary, internet etc.), Research papers, project reports, search on surgery M. Phil and Ph.D. thesis etc. Websites related to Human Resource Management and Hospital Services, Publications of hospital services and improvement facilities in private and government hospitals, Reports from Medical institutes.

Advantage / Important:-
1. It is an appropriate method in pre-design and in occupation of present research work.
2. It is a commune and group based method.
3. It studies the present status of research.
4. More data can be collected by using this method.
5. This leads particular information to general by using sampling in this method.

Apparently many of the key success factors in health care, human resource management seem to be affected. In this paper, care system models in Pune, and India also, revealed the need to improve, and health care systems in developing countries, in a variety of ways to implement the suggestions made by the challenges of human resource management practices to overcome this problem for a check. Comparing and selected countries, health care, human resources management and practical subjects and gave a deeper understanding of the key role.

Guide on how it all works for me is a way to give the first talk. They were, and how the tools and techniques is expected, to be applied, it tells us how to collect the data?. All this talk of data collection, data analysis, and data interpretation can help me. Guide on how to negotiate to get information from hospitals and its management to teach me. Talk with the hospital management and related manpower to bring me to my goal.

Conclusion:

Its Hospitals, health care is crucial to provide a system. Again management is workforce that will give the greatest good results and to obtain access to health care around the world. This is helping us to know the previous work of the related topics. Many great authors doing a work about this subject. They were providing best knowledge for us by their literature. We can know the knowledge of the extra special sides of this subject.

The involvement of the staff responsible for the organization and the relationship between human resource management decisions. So HRM, planning schemes, collection management functions, functions, development, control use of it. They (HRM) governing the company's employees. HRM is sometimes just a human resources (HR) is known. The conduct of the employee and the company's human resources department of a company, online implementation and / or monitoring
procedures, including the responsibility for governing the conduct of employees. Human resources are the people who work for the company; Employees of the business assets management are in fact an employee. In this case, employees are sometimes referred to as human capital. The increase in investment (ROI) return, with the aim of reducing the risk of the effective use of staff and other business assets.

1. **Important, result and discuss:**

   Activities related staff, known as Department. It is usually associated with human administration. Works, etc., and registration, recruitment and selection, compensation, evaluation, development, complaint management, were of retirement. Organization and administration of the importance of the official set-up was introduced in the development of manpower. Now, which the goal to company, is defined as a process that will help you achieve the recruitment and deployment. HRM organization, recruitment and selection, development, motivation and retention of human resources in the management of people are related to the parameter to consider. It is the human energy and the management of the main functions, one that is management abilities. The changing environment position, helping ensure that right man. The company depends efficiency the company's function. Therefore, it must be appropriate for the management and industrial relations, manpower planning, recruitment, induction, training and development, assessment, setting remuneration.

**History:**

   The example, the safety, health, the hunt for the selection of the development of knowledge, and about the record were collected and passed on to the youth. At the beginning of 1000, employee testing, for example, back to 1115 BC has been found in China, such as the development of a more advanced HRM functions at and2000. During the Middle Ages, before gaining prominence in industrial education and training system, in an early form of the ancient Greek and Babylonian cultures.

   Since the beginning of the theory of modern management workers "industrial relations", "employee relations" is derived from the term "employee" is mostly related to "human resources." The words are all in use, "human resources", to represent the workers, the most accurate view of contemporary management theory: valuable resources, human resource management, as well are managed. The production process factory system of production, the need for an organized form in a cottage in the development of HRM emerged during the Industrial Revolution. United States shifted
from recruit skilled workers, the development and implementation of effective force. Country, industrial, industrialization led to its addition to fill the position, helped spur immigration. People to fill these jobs, however, the employees should be more than enough to operate.

Between 1880 and 1940, immigration has increased significantly and strong until the Second World War. Advertising good-paying industrial jobs as land opportunity, featuring is moving, are abundant. As a result, in a continuous flow of skilled the machinery. Employees, they are trying to manage because they are speaking different languages, the organizers faced serious difficulties, and however, are the most common tasks.

To aid in the migration of management early in his working life and social welfare policy, to adjust. This English learning and housing and medical care programs to help immigrants. In addition, this technique to promote supervisory training, to increase productivity. Some companies are employed to care for the "human" side to the other people, however, is paid. Hence, in such hazardous work conditions and effective management of human resources has increased the push factors, such as labor unions. The ability to produce many of the shortcomings of the working conditions of industrialization. These are the problems: the dangerous work, long hours and unhealthy working conditions. HRM applications directly to the owners because of improved, opposition the pressure the not authorised units. In fact, in the absence of the United States at the beginning of 1790, the trade unions in the 1800s and early 1900s, has become more and more powerful.

This time it was the other two factors in the origins of the HRM modem. For managers, nonhuman and human resources staff, a shift that can be seen in the industrial welfare movement. Formed by the movement of medical care and educational facilities. Landmarkbook it stressed that workers from a different perspective of Frederick W. Taylor (1856-1915) of scientific management, the low level of production management techniques to achieve the highest productivity.

Each product or service, product, effort and man-hours (working hours) in the back of the human mind. What human doing without any or bind to the primary source. Today, many human experts and technology, human resources, change machines, and reduced their role in the argument. The human being and the most
recent machines and re-skilled, talented and qualified companies or human, technological development, continuing the search engines to be used to help create products and technology made by experts.

**Meaning:**

It skills in appropriate orientation and motivation, employee (performance evaluation) assessment, labor unions, the appropriate incentive compensation and benefits, labor relations and the right to meet, recruitment, employee selection process, providing the State concerned, or to provide the country's labor laws, employee safety, welfare and health by adhering to the management.

**Why the name of HRM?**

Human: It indicates the perfect work men in organization.
Source: This showing the minimum aparence of the less available.
Management: Maximum or right to use and makes the good productivity of minimu with well available aparence.

Overall, the HR process and increase use a limited number of skilled personnel. The main aim of the Institute of the present resources. Best example of current situation in the construction industry, there is a serious shortage of skilled workers. From the current 30 per cent of the total negative impact on productivity, which is three-fold over the next decade, industry experts warn. Each of the companies desire to provide the expertise and the company to deliver more efficient than their competitors. The staff without any human activity (human) organization, rather than land and buildings for the most important assets. Good quality machines for the production of more goods, but they can only be operated by humans.

**Need of it:**

Location and helps in creating a better understanding among colleagues. Colleagues to help realize the goals of the individual and institutional. Backbone to every type business. Each the company's value success employed persons. Management is to identify a specific person for a specific job. The flexibility to work and no work go hand in hand, to determine the quality of the quality. Five-management and subordinates, a better understanding online help. Concept individual and organizational goals to help co-workers. Businesses these days are wider unrest.
Filter labor-management relations, the emergence of terrorism in each other's faith, and labor unions have become the order of the day.

These factors have created a difference between subordinates and management. Both parties are talking about the other side of the robbery. Workers' lack of cordiality adversely affects the company. HRM between workers and management. Peers in personal organizational goals. Their help in achieving the objectives subordinates in the organization of various administrative tasks, they are convinced. International competition, the economic globalization in the industrialized countries such as the work environment is a humanization, Japan, the US, the industry is open to developing countries, such as Britain. Development and improvement in the quality of workers when the company was able to work commitments. The business environment is changing rapidly. Technical improvements in the production of the revolution of the action. The operation of office automation has been introduced.

**Significance:**

Improved communication channels have revolutionized the vital areas. To cope with new situations and changing needs. The ability to face the new challenges of labor activity. The political philosophy of the whole world has changed. This new approach is suitable for use in the development of human resources properly. Technological change requires the use of modern machinery. Installation and machines, operations, management and control, training and expertise to the people who need supervision. The growing need for regular training to confront the situation.

**Growth to Human Resource Management:**

Informal argument is not a courtesy, these two (and) the organization may co. Instead, the increase in the workforce and more responsible role in the necessary experts provides a framework to define the area of identity management. But under the courtesy of the employees say, the job description and the implementation of the architecture, the work of a lot of activities and responsibilities, to stifle innovation. Of their total business support staff may limit the use of cheap, fast changing of the formation of a new and complementary behavior are unable to work.

Development agencies, tension between regulations is a little bit too much. But the point of the system and the institutional resources based on a rapid rise in pressure, can force a rapid response to the changing landscape of the manager and the staff is. Change management should be able to handle the rapid growth companies.
Method to employee issues demonization is absolutely not the case, otherwise the source and the results of the application of HRM process helps to ensure more stability than discuss the thought of. HRM process by the method of observation and beneficial for growing companies: Jobs will recognize the changing landscape travel back to the size of the company involved in the production and all the jobs are likely to be.

3. Conclusion:

Its people the guardians of human resource managers in the health care industry has health most valuable asset. Primary subject to HRM staff, custodians, health care, health care company that offers the necessary tools and strategies to see any changes. Responsible for the effects of globalization, technology and service providers to staff and patients, new trends in medical tourism health, and greater attention to the increasing diversity of the account, the text, students and professionals, as well as an essential resource.

Chapter – IV Implementation of HRM in Hospital Services.

1. Introduction:

Increased focus on many medical world (HRM) is focused on. In particular, the physical capital and human resources, tools and consumables to the resources of the health system, while the two other main three elements. Figure 1 is part of the category of the budget of the health system and the costs of inputs in the display column. Human resources, health care, public and private health intervention is responsible for the medical and non-medical staff in various defined. Health system performance and system requirements, and arguably the knowledge, skills, primarily to provide the most important benefits and health services, depending on the motivation of the person responsible. Caregivers as well as health promoters and also to maintain the success of the system to ensure the proper mix between a variety of balance between the human and physical resources, such as. Their clear and significant difference, and should be handled very differently from the human capital required to be held in physical capital. It is a health and human resources, and is a very complex relationship between the merits further examination and study.

A world-wide to monitor the health care system, the most common in great shape, composition, more in health worker, the population to a particular country and
the socio-economic development, the level of geographic and cultural factors, including.

A country the size, distribution and composition of the difference. Interference with ability the country to provide a key indicator of a country that was available on the number of health workers. Sociodemographic characteristics of a particular country are considered when determining the cultural aspects of health services, and economic factors. Another important thing is to train the workforce. Levels of skills and training of human resources in both categories of staff should consider the health of the workforce system. Education and service, and a special of the country's current and future needs of the training are to ensure that health workers should be made aware of the working of the new option.

2. **Important, result and discussion:**

At the time of the migration monitor health care system, disputes related to a problem.. In urban areas, close to the migration of medical professionals who work in the movement of people that followed the general pattern of movement research suggests that all the experts. The movement of employees, a good working plan, pay and other rewards, labor problems and to improve the management attention required to create additional inequalities. Other new members of the housing, infrastructure and job rotation opportunities in developing countries, the dividend payment, and health professionals, along with the use of the procedure, the less number of related staff. They must be monitored carefully measured and an important human resources issue.

**Significance:**

The second problem is the level of economic country's system to world, disputes related the test takers. High per capita. Relationship of number cost for low-GDP countries and more countries have large health of employees and human resources in the health of the country's level of economic development. Problems in the health care system testing and customer satisfaction are an important factor to consider in developing countries is trying to run.

Age distribution of the health care system and the socio-demographic factors in the population. An aging population is increasing the. Aging the most results: the young workers, additional training needed to fill a number of positions.
Need to think and do in system world. The climate and geography, to provide part of the service capacity of the health effects of global RAC anemule to the countries. But the merit of the idea and practice of global health and human resources, there are many issues that need to be considered observed. Health sector reform efforts, the initiative also have the human resources to increase the number of equity or fairness. Strategies for the promotion of equity in relation to the needs of the health services, the need for systematic planning purpose. And the re-introduction of these policies, including the expansion of the service to the specific needs and target groups, which protect the financial system. The use of human resources professionals with a goal to raise equity and other activities in their countries.

Patients in the search for a solution to the health and development of human resources to provide and improve in fulfilment. Technical quality, socio-cultural quality: quality health is generally defined in two ways. The results of the technical quality of health care available to the health conditions of the population are descended. Of socio-cultural service quality and patient acceptability of the actions required to complete the 'degree of efficiency.

3. Conclusion:

We examine the healths global perspective, in particular, is very difficult to find. Our research and analysis and health sector reform and human resource management are important questions that need part and in a variety of different functions have. Canada, America, Germany's health care system in the United States have indicated the need for a brief overview of human resource management. Including the Canadian health care system, governments, stakeholders and the motivations, doctors, of main objectives the review. In particular the possibility to create a two-tier system was discovered.

The challenge of the current American health care system has problems; Examination management set, American made a practical case study. It is glut doctors are also problems; this material is the result of human resources. In developing countries, more affluent district and / or as a result of a bigger problem in rural areas of developing countries, appropriate medical care to the citizens of the countries facing. And end all the people the distribution of concept resource issues need to be successful in any health care program. To the world of human resources programs,
many medical, and bring people to put a new human resources policies and practices have benefited from more detailed research.

Chapter – V Data Analysis and Interpretation.

1. Introduction.

This is the eleventh chapter of the normal work in the collection, but by personally. So we had to make decisions in the data collection and data can be analyzed. The information necessary to predict the behavior of academics and a thorough investigation of the various behaviors. Generally academics requirements, needs, habits, but the way they are approaching the same styles for different information, and it is hard to describe this phenomenon of multiple farious. The researcher can not travel very close to the geographical area that gets in trouble. The purpose of these chapter HRM characteristics, their different needs, different hospitals providing hospital services is satisfied.

Data Collection and Analysis:-

The researcher has made an attempt to study the A Study of Human Resource Management System in Hospital Service’s In Sangli District. Hospitals and the reader as well as the management and faculty raised questions personally. Interviews with staff and the HR manager of Research Scholar taken. Will live in the kind of traveling. And the researcher as well as importance study of the needs of HRM. The researchers noted that further studies are recorded in hospitals. Information for this thesis, the researcher. Finally, the questionnaires were analyzed by a variety of statistical tools and methods for the findings. We are also on the table formats and bar charts, pie-charts, histograms, and the consequences of different types of graphs are used for the data presented. The meaning of the data presented in graphical form, as well as the most comprehensive and generalized.

Conclusion:-

The fifth chapter, we collected data from half-selected hospitals. Each question is then sorted with the help and guides me. Then we analyzed the question for the show. Finally, we determined the results of the research study. This is clear from the results discussed in my thesis. All of these questions are presented in the researcher.

Scope:
Human resource professionals to give best service to their people in the face many obstacles. The cost of some of the budget issues, shareholder value, the lack of rates, the high turnover rate and low morale among health workers, lack of coordination of different. Health care providers and spectrum coordination, interdisciplinary teamwork, the patient is recommended to use the best service to make good progress in the field of health. All the people in the end of the supply of health care, effective health service reform will have key role in the successful.

To monitor the system different, that the significant difference in human resource management and health practices. Canada, if the clarify effect of health cares laws. Moreover, a drastic effect on the management of human resources in Canada against two-tier system of health care of the tires will be the discussion of the results. Is a Canadian professional training, health, lack of Canada and the United States, we demand in developed countries, South Africa and Ghana, due to meet in addition, it was found that the trend of the new members. Fast health care costs, health care coverage and related diseases, and providing a rising standard of care for Americans: the relationship between the tests, health care resource covers main issues.

Limitations of the Study:

Exhaustive, one of which is carried out with a number of it by means of this study, Obstacles, some of them in the human element, arising out of an important part of the research. There are some limitations of work and constraints under which work of the researcher.

1 The present study is limited or restricted in Sangli district Maharashtra.
2 The study of private choice of Human Resources (manpower) is limited Ten Taluka hospitals in Sangli district.
3 But no, there is limited free access to all records or documents Valuable for the study of the most intriguing.
4 Hospitals and human resources enough information in any organized body or authority is not available.
5 Being a personal research project to study the researcher is likely to come across Time, effort and some of the barriers in terms of money.
6 Hospitals as a private company, employees hesitate to respond. Or an employee of the hospital where the defendant has its own, such as feedback Shortcomings.
7 Where the study was conducted in a mixed urban and rural environment Broadway:
temporal perceptions (of space and time, the difference in a person's perceptions
Utilities from the highly urbanized or pure or predominant) differ widely rural
environments.

8 At the time of the interview, it was observed that some illiterate employee / people
Problem / unable to grasp the meaning of the statement, and naturally they can be
selected and marked the wrong option. Hence, there is a possibility of the wrong
conclusions.

Hospitals, so the exact details are not available, the analysis whatever is to be
limited only by the available data is difficult and hospitals As a result of studies on
small studies. Therefore, the analysis presented should be a limited amount of
information to be viewed in this context.

These issues will affect the whole country, American the most devastating
physical and mental well-being. Because of the danger to the physical health of the
American doctors’ advice and treatment can be difficult to get a man or a number of
factors. A further decline in the mental state of the patient or harmful physical
conditions and, to a large extent as a result of the pressure may be illegal. Is clearly an
important role in the health system, and to check study? American philosophies,
practices, procedures, and human resource development and health professionals need
to be developed. Research and beneficial for patients of all organizations and
additional resources need to be conducted to determine policy outcomes.

6.3. Conclusions:-

1. Hrm system is implemented mostly in hospital services of Sangli district in
Maharashtra.
2. The HRM system is average effectively in hospital services.
3. The satisfaction of staff is increased with help of HRM.
4. Office computerisation and automation is helpful for HRM system in hospital
services.
5. Saving of time, money and precious information as well as every staff and
patient with the Help of HRM.
6. Mostly staff is satisfied of modern HRM and Management.
7. HRM helpful for every institution as well as hospital services.
8. HRM system is needful for every higher management as well as layer
management.
9. HRM system link to top to middle management.
10. Incrised staff for hospital services of implementation of HRM.
11. Mostly employees and workers are not satisfied sufficient salary.
12. Mostly staff is working with workload and tension of higher authority.

6.4. Recommendations / Suggestions:
1. Every staff is not agreeing to hospital as well as office management.
2. HRM needs new current knowledge.
3. HRM system depends upon management theory.
4. Every staffs as well as officers need theoretical and practical knowledge of HRM.
5. Every staff needs a computer and technical knowledge.
6. Every staff needs on the job oriented training program.
7. Every staff needs a communication skills and personality development HRM.
8. For better job satisfaction staff needs a sufficient salary.
9. For effective hospital services and progress management have future planning with help of HRM.
10. Atmosphere of the hospital must be fresh and healthy.
11. Communication between employer’s with employee and employees with employer must be healthy and strong.

6.5 Subject for Future Research:-

In this way, research works are completed by us. Some conclusions and suggestions and findings are determined and recommended to the hospital owners, doctors, responsible staff and HRM followers. At least we are happy to give some research topics for future study for hospital and HRM. These are follows:
2. Comparative study of private and government hospitals.
3. A effect of human resource management system on poor and middle class people.
4. Progress of medical sector and engineering sector depend on HRM.
5. Manpower planning in modern sectors.