Chapter – III Research Methodology

The present study is unique in many ways. The concept of Human Resources (More populated) in the case of Indian hospitals have benefited from management. Nowadays some attention. However, it remains an unexplored territory the trial continues. This is an initial attempt to understand the relation of human resources exploratory study of the private hospital management and its many aspects.

In order to study the fulfillment of the above objectives; mainly in the field the survey method was adopted. Is the basis of a survey of Sangli district visiting hospitals and also by visiting a study carried out for the selection of or to discharge from the hospital staff and patients admitted Hospitals. Data administering questionnaires / interviews collected by Schedules for the three sets of respondents. That is the head of the hospital, hospital staff and Hospital patients or relatives. Hospital questionnaires / interviews scheduled In English from the staff and patients of the respondents were translated in Marathi There are comfortable in Marathi. Discussion and observation method was also adopted Found in the present study. Discussion took place in relation to the observation and Human resource planning, job analysis and available for future use Resources, working conditions and welfare of their employees a range of facilities Hospital, cleanliness, facilities, support for improvement within the overall human to hospital management. The guide explains the purpose of the research was taken from the official letter and research is needed to extend the doctors or hospitals, the head of the requests to help the researcher. With this letter, a researcher at the Hospital Staff Selected taluka of Sangli district hospitals for patients to take. In all, Cases, the questionnaires were administered by the researcher himself. When necessary, the head of the hospital / doctor researcher tour Information and permission to interview respondents, the head of the hospital / the doctor denied giving permission to the study of hospital Employees. But the head of the hospital / doctor percent approval after the researchers' promises to keep the information confidential and to use it Educational purposes only. Employees, etc., ie, nurses, ward boys no more the choice between hospitals, their worries, problems and started sharing Suggestions to the researcher. Because the researcher is also guaranteed Privacy, they are very open and frank about everything there. But some
the researcher found to be skeptical about talking in front of them. The researcher used regularly the main points to keep notes. Human resources, so the picture Management and hospitals began to unravel in front of the system to work Researcher.

The present study is mainly stratified sample (based on the intended quota Sample) of a regional hospital in Sangli selected method District. Geographical reasons, the size, nature and location, the basis Where each of a researcher from the 8 villages (average of 6 villages) 4 is considered Inpatient care (IPD) the availability of hospitals with five or more Five beds. A total of 1452 patients in hospitals, 220 hospitals out (Average of 10 from each taluka hospitals) have been selected for detailed investigation with ensuring that at least one hospital in each specialty. Doctors or medical charge the hospitals (male or female) pre-tested Hospitals to the administrative sides of the interview schedule. Researcher The age of the hospital, the hospital location, qualification, various parameters are considered as Doctor, area (urban and semi-urban and rural), and the doctors and sex selection Model of the head to the hospital or doctor's office. Considering the volume of the hospital staff, the researcher chose to 220 Stratified random sampling method by the respondents. It means that an employee (Male or female) of each sample was selected from the hospital. It is included in the medical and Paramedical staff, technicians and administrative staff, etc. Similarly, quality to medical services and relationship near to human factor in the hospital, one of the researchers took into account patientrespondent each option (220) from the hospital. The choice of the age of the patient-defendant, Economic background of the patient, the nature of the disease, and the length of the patient's disease etc Variable is set.

3.2 Experimental Study:

Questionnaires / interviews with five pre-tested schedule The head of the hospital, the hospital staff, patients, respondents from To ensure that the value of the questions, to test the clarity and comprehensiveness Is evident in the language used by the people. This is supported to rephrase some of the Questions and fine-tune the questionnaires / interviews Schedules. During the Interview with the head of the hospital staff and some patients, the researcher realized the questionnaire / interview schedule is necessary to change some of questions. The Next study, some changes
were made to the original questionnaire / Statements that are clearly understandable to schedule interviews Respondents. Therefore, the improvements will be applied after the end of the original draft Selected respondents regime.

3.3 Sources of Data Collection
The present study used followeig source data -

I. Primary (first) Data: - Primary data had gathered by structured Questionnaires and in-depth interviews with selected respondents. There are three Preliminary data by the method of rendering separate groups of respondents the management of pre-tested questionnaires. Additional information sought through interviews with people in different areas of knowledge or expert Human resource management and hospital management. The researcher can also be used Discussion and observation method to gain some insights into the human first-hand As the choice of hospitals, reception counter, the source dimensions in the nursing station Residential accommodation for the staff / facilities, wards, cleanliness, layout, Uniform, canteen facilities, infrastructure and welfare facilities to make service Detailed notes on the ones being used at the time of analyzing and interpreting data.

(a) Questionnaires (Interview Schedules):

For the study, structured and detailed questionnaires, a set of three (Interview Schedule) were made and carried out a study to investigate the validity of pre-Questions. Questionnaires were pre-tested to help the hearing system suitably amended accordingly redrafted questionnaire and necessary the information was collected. The first set of questionnaires dealing with various aspects of hospitals Nature and the hospital as medical facilities, the type of support services, the staff strength Hospital and their administration system, nursing services system, laundry condition, canteen services and Ambulance facilities, etc. The second set of questionnaires, indicating to HR practices, training, and as a private hospital Development, remuneration, promotion, working conditions and welfare condition and facilities, etc. Similarly, the third set of questionnaires, focus on medical services provided by the hospital staff, patients or their relatives.

(b) Discussion and Interviews:-

Apart from the above question, with a well discussion of people to the various aspects of human resources, especially in the hospital and, in general, be carried out
of the hospital management. In the open-ended interviews Questions were asked to gather information (which is rather difficult to collect Questionnaires) to help with the interviews conducted thus, were disorganized.

II Secondary Information: - Secondary information required for research, which is gathered from many sources. Researcher visited the various government Offices, medical colleges, educational institutions, non-governmental organizations and Sangli Zilla Parishad, Sangli Municipal Corporation Archive. A theoretical conceptual data and literature of review and other related data also made by secondary sources Libraries from different colleges and different Hospitals as like -

1. SIBER library, Kolhapur.
2. Bharati Vidyapeeth Medical College and Hospital, wanlesswadi.
3. Mission Hospital, Miraj.
4. Vasantdada Patil Management and Research Institute, Sangli.
8. Dr. Patangrao Kadam College, Sangliwadi.
10. Shri Sidhivinayak Cancer Hospital, Miraj
13. Krupa Mai, Mental Hospital, Miraj.
15. Indian Medical Association Branch Sangli, Gadhinglaj, Chandgad & Kagal.
17. CPR Hospital and Medical College, Sangli.
19. B. V. D.U. Dental College and Hospital, wanlesswadi.

3.4 Sample Design

Coverage and Selection of Sample:

This study is mainly based on a sample survey. This is confined to the area to 10 taluka in Sangli district. Sangli district have been selected for the survey, Because
of its moderate size, the time and the convenience of working from the standpoint the cost of the item. 'Purposive quota sampling' method (which is sort of a stratified sample) that is the model used for the selection of a hospital units. Initially, the researcher by 5 to 10 villages, the taluk ascertained and allopathic treatment in the private hospital and public hospitals and the hospital is the availability of a rule the same (IPD) care service facilities. Then, all of the care that was taken Hospitals has a choice of five or more than five beds. The following Table 1.1 of selected hospitals in Sangli represented by the village’s shows Sangli District.

Table No. 3.1: Sample Village wise Hospitals in Sangli District Sr.no Taluka Name of villages No. of villages Sample hospitals.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Taluka</th>
<th>Name of Villages</th>
<th>No. of Villages</th>
<th>Sample Hospitals</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Miraj</td>
<td>Miraj, Salgare, Malgaon, Bedag, Arag, Khanderahori, Soni.</td>
<td>8</td>
<td>29</td>
</tr>
<tr>
<td>2</td>
<td>Kavathamahankal</td>
<td>Kavathamahankal, Dhalgaon, Agalgaon, Kuchi, Shirdhon.</td>
<td>5</td>
<td>19</td>
</tr>
<tr>
<td>3</td>
<td>Jat</td>
<td>Jat, Banali, Ankale, Belunki, Dafalapur, Karajagi, Jadrobolad</td>
<td>7</td>
<td>22</td>
</tr>
<tr>
<td>4</td>
<td>Atpadi</td>
<td>Atpadi, Kargani, Dighanchi, Zare, Mandgul, Kharsundi, Gomewadi.</td>
<td>7</td>
<td>18</td>
</tr>
<tr>
<td>5</td>
<td>Kadegaon</td>
<td>Kadegaon, Newari, Wangi, Kadepur, Kanerwadi, Yetgaon</td>
<td>6</td>
<td>22</td>
</tr>
<tr>
<td>6</td>
<td>Palus</td>
<td>Palus, Kundal, Kirloskarwadi, Burli, Dudhondi, Ankalkhop, bhilawadi.</td>
<td>7</td>
<td>25</td>
</tr>
<tr>
<td>7</td>
<td>Vita-Khanapur</td>
<td>Vita, Khanapur, Nagewadi,</td>
<td>6</td>
<td>20</td>
</tr>
</tbody>
</table>
Alsand, Bhalwani, Devikhindi, Bud.

8 Tasgaon
Tasgaon, Anjani, Sawarde, Savlaj, Arawade, Manjarde, Manerajuri.

9 Walwa-Islampur
Walwa, Islampur, Takari, Peth, Borgaon,Nerli, Yedemachindra.

10 Shirala
Shirala, Retharedharan, Arala, Bilashi, Charan, Chikurde, khed.

<table>
<thead>
<tr>
<th>No</th>
<th>Type of Hospitals</th>
<th>Total Hospitals</th>
<th>Sample Hospitals</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>General Hospital</td>
<td>1067</td>
<td>162</td>
</tr>
<tr>
<td>2</td>
<td>Special Hospital</td>
<td>315</td>
<td>48</td>
</tr>
</tbody>
</table>

3.5 Selection of Sample:-

The sample of respondents ‘intended quota sample’ has been selected using the Technique for the present study. ‘Intended’ that the meaning of the respondents especially in the hospital unit. 'Quota' means that the sample size of 830 to a predetermined The head of a sub-quota of the 220 respondents to the hospital / doctors, 220 staff / 220 employees and / or to the same hospital 'stratified' relatives, that means the With regard to the special characteristics of the categories below to create a homogeneous The trial continues. Therefore, a different group / quota are sure to have the representation the pattern of the three interview schedule. The following table shows the size of the sample for the study.

Table No. 3.2. Sample Hospitals of Sangli District

No Type of Hospitals Total Hospitals Sample Hospitals (15.25%)
The table provided shows the distribution of hospitals in Sangli district:

<table>
<thead>
<tr>
<th>Multi-special Hospital</th>
<th>General Hospital</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>70</td>
<td></td>
<td>1452</td>
</tr>
<tr>
<td>10</td>
<td></td>
<td>220</td>
</tr>
</tbody>
</table>

(Source: Sangli Municipal Corporation record and Zilla Parishad record,)

Found in front of the original respondents were selected through a private visit that is the type of hospitals, three hospitals, general, special and, with a multi-specialty The head of the hospital / doctor, staff and patients / relatives of the three interview schedule. As shown below

a) Hospital Head / Doctor:

In Sangli district population 1452 inpatient hospitals, 220 hospitals (15.25) selected for the purpose of deep investigation on the criterion of 5 or 5+ bed capacity. Have also been shown to ensuring the protection of from each of a hospital, and an average of at least one of each of the 11 hospitals were selected in the sample. Hospital, age, location in the hospital, Doctor, urban, semi-urban and rural area, and the qualification of doctors sex However, the researcher felt that the selection of variables in the models. Doctors or hospitals was 220 (male or female) in charge of the medical A comprehensive pre-tested interview schedule is expected to be maintained Administrative aspects of the hospitals.

b) Hospital Staff:

1311 sample of 220 community hospitals have staff strength Employees. 220 crew members have been chosen by the Stratified technique. Considering volume to hospital staff, the researcher has chosen to only 220 respondents. It is an employee (male mean or) male of each sample was selected from the hospital. It is included in the administrative officers, nursing and non-nursing staff, technicians and hospital service staff. They gauge views and attitudes to human resource policies adopted by the hospitals employees.

c) Hospital Patients / Relatives:

In order to extract the relevant information Medical services and Staff perceived by patients, sample of 220 respondents was selected for the patient. Here, the researcher selected from each hospital was taken by a defendant. The defendant (the patient) when you have a small child or a serious illness, Assistant / relatives
have requested to participate in this study. Option Sample of the patient's age, economic background of the patient, the nature of the disease, the length of the considered variables such as the patient's disease. It is specifically noted in response to the researcher's research is not the main part of the patients, so, for the sake of information, the researcher', 220', which is the only option Respondents to the patient.

3.6 Data Analysis and Interpretation:

The primary data was collected from three sets of respondents Process Through the development of specific software and a computer expert in the application under Monitoring. Juxtaposed against the statistical findings emerged from this exercise, the theoretical background, has been interpreted by the exercise of intellectual the purpose of drawing conclusions. Similarly, application-specific computer software, IE SPSS, Excel, etc., used for word processing and graphical display. Work in Pune, a private (EDP) has been completed at the computer center. Hospital and constructive management of human resources in relation to the survey the schedule includes a total of 19 reports of the interview respondent’s maintained touching and hospital patients / relatives measurements. Respondents were asked Using a 5-point rate each statement according to their level of agreement Likert type scale (1: 3 Disagree: Strongly 2 Disagree Undecided (no doubt Or agree), 4: 5, Agree: strongly agree) after working out an average score of each one Therefore, the announcement of an order, the mean score for each one per cent of the value of religion Easily comprehensible picture of the level of agreement on certain things Among the respondents in the statement.

3.7 Research Design

Very strong problem and pivotal problem for success of research program is formulation of research design. In the end, it is a plan of activities; the analysis will be included in a research study. It is a logical and systematic plan the research study. The researcher during the research process' research plans. The following approach to design and methodology.

1 Selection of problem
3.8 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.

3.9 Writing of Research Report:

Report writing means the final stage in research study. The presentation of the problem is the purpose of report, investigation and report drawn from conclusion and suggestions. If the research work remains incomplete, shape of report is not given and must not present to the public lay renders. The importance of report keeping in mind writing the researcher wishes proposes to present his thesis under the following format.

3.10 The Chapter Scheme:

This study is spread into six chapters; every chapters brief outline is as follows:

Chapter-I: Previous Information

Into it covers the concept of work and a general introduction. It indicates Human resource in Hospitals, and a variety of natural and human resources, given normal Hospitals; the need for human resources at the hospital, the hospital, and it is a service industry Future. It is also operating concepts / definition offered Etc. Need a doctor, nurse, patient, as the receptionist to develop all of these words. The new era of human resource management and Hospital.

Chapter-II: Review of Literature

Into this chapter we see about previous work about Human Resource Management and Hospital services also. Brilliant authors work and statements were guides to us about human resource and hospital services. Meaning, definition, importance, the objectives of this chapter deals the evolution and scope of human resource management. It functions Description of the study subjects, such as human beings, Work condition, welfare facilities, etc. The literature review covers, information about literature review of management of the hospital.

Chapter-III: Research Methodology

Health and hospitals, this chapter deals with the concept of nature Hospitals, private hospital and the history of the most important parts of the company hospitals, based on the growth and development of Sangli Background Hospitals in the study area. It is also wise taluka are brief profile and model Human resource management in
the hospital. Miraj taluka is medical hub in sangli district. It also indicates hospital conditions in Miraj.


This chapter is related with the introduction of the subject. It showing important information about human resource management and its many aspects. Introduction indicating the general background and information on which the problem of research is formulated. Into it there is much information about hospital and hospitals types, departments, working condition of departments. In big hospitals there are many departments and its need and influence on patients and hospital. Present and essential HRM system will be also included into this chapter.

Chapter-V: Date Analysis and Interpretation

In to this chapter data related information is included. Data collection analysis and interpretation are presented. Analysis and interpretation of hospitas, staffing policiys different types of aspects in hospital services. Again it covers, significance of the work, hypotheses, research methodology, scope of work, design of research, and limitations of the study and chapter scheme. The tables in to it data display, collection and expration of the covers, three sections of the graphs etc. There are various explanations for this analysis and Hospitals, hospitals, personnel policy and practices of the elements and Inpatient hospital services provided to patients and relatives. Chapter-VI: Discussion, Conclusions and Suggestions.

This chapter gives all important decisions. The Conclusions and suggestions were analyzed and interpreted the data by the critics. Some suggestions for hospital management and some for human resource management system in the hospital in Sangli district.

This study will guide to the Hospital service’s to improve in their services and other government policies. It will teach how to face with completion and give patient a suitable and healthy treatment. A study also helpful to all who related with medical and hospital field, a positive and negative aspects. This study will be a guide line for the hospital staff.

3.11 Conclusion:
Chapter included the in a detailed procedure of research methodology. And how data was gathered and collected. Future analysis procedure.