Chapter – 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 many of the success factors in health care, human resource management were affected. Human resource management is required in any system of health care and improve health cares. Health care system and a variety of challenges in developing nations by the Suggest ways. This problem were investigated. Comparing and contrasting selected countries, health care, human resource management and gave a Practical and in-depth understanding of the key role. HRM as well role to direction of the company and the achievement of organizational goals and objectives effectively and to enable employees to contribute.

Hospital Resources Management (HRM), a hospital -based physician practices and hospitals they serve the clinical and financial performance is dedicated to the assessment and improvement. HRM Anaesthesia, Emergency Medicine, Hospitalise Medicine (both medical and surgical), intensives Medicine, Pathology and Radiology’s specialty is working with. HRM, we provided consulting assistance based on their specific needs to ensure that we tailor for each client. HRM’s staff from management consulting and assessment / benchmarking services are provided; a) A hospital system and said, places generalization and integration of multiple service locations operated by the review , b ) a review of the department ( where the facility and professional services ) or physician practice C) assessment of both their professional and contractual relationship with the facility .

Select the service, regardless of our assessment of the initiative includes a set of measures. The assessment of the peer group and the industry benchmark by comparing the management of our business and the medical staff provided by an independent and objective evaluation is developed only from. After the initial assessment, HRM, plan, direct and implement the full range of solutions that can
improve. These solutions, including department and specialty physician practice will improve day-to-day activities:
- Nurse and physician productivity growth
- Do not promote market-based physician compensation modeling
- Revenue cycle and payer reimbursement process efficiency
- Patient access and patient flow optimization
- Non-provider staff to support the effective deployment
- Patient "handoffs", care management and length of stay reduction options.

They are well-educated and trained, and highly motivated to achieve the best human resource development cannot be accomplished unless the economic development of the developing countries or backward. The workers as well, unless the training is effective and adequately motivated team, as well as a company cannot make any progress. The success or failure of a company is regarded as single element of man power of any organization depends on the people in order to increase the effective functioning of the organization. Work, the structure and the technology is available; it will produce a full circle of human resource. All the other resources available to exploit the potential of human resources and is the most complex and significant contributions to effective organizational performance.

Even if it is competent individuals who unveiled the new Undertakings capital issues is a matter of common knowledge over subscribed. This is because the human capacity is not available in the case of a new company, the net value, yield, price earnings ratio and other factors, such as high net worth investors in the capital market place. Also among the nations, Japan, West Germany, and Korea, but also in terms of the number of countries, such as the quality of the country, in terms of devotion and loyalty to work, because of their human resources to be able to make rapid strides. Japan is not endowed with natural resources, is not disabled at all. With the help of its dedicated and loyal to the human resources that the country could surmount any difficulty.

Human Resource Management is part of the management process. There is a major focus of the people. In the past, mainly in the management of raw materials and machinery for the production of the physical factors such as a person with full and proper utilization. Depending on the use of physical agents, paid little attention to the human factor. Materials can be purchased at very competitive rates, but the workers
are willing to work with the machines can work at the maximum speed that can be output only.

"Management Practice" in the Peter F. Drucker observes, "The expansion of human resources capacity is only .the resources .......... ......" they (and all other resources) that can be used for better or worse, consuming, but they never have more than one output units..... The man, the man ...... the available resources expand and improve. When we contribute to the development of a human being who decides what we imply. Therefore, knowledge of any company depends on its people. Therefore, it is very important to manage people. 'PEOPLE' were the matter of work force.

Recruiting as well as selection process by internal labor market, such as training, employee participation, such as the provision of workers' compensation, management of man power activities were positively collected to performance. Improving a quality of the human resource management activities of the employee's skills and motivation to live by the employee through an increase in the company's performance can be affected by all means.

No matter what a person can achieve without the resources to prove a history of Christ, Buddha, Prophet Mohammed, for example, is filled with a great many people like Mr. Vivekanand. Great asset to the business or social sector and human resource company, plant, equipment, or it is a wonderful building. It is worth recalling that `what Alfred Marshal` said long ago:'. All the capital that is invested in the most precious human being "However, the capital, the most valuable assets in the balance sheet to invest in other assets is shown in the display is not too bad.

Think of the limitless power of the human brain and the nature of action in the supreme creation. It depends on the skill of management to increase the ability of an employee's skill. That is, human resource management, intellectual, technical, management and ethics and human capabilities already in the creation of new ones, suggests that the optimum utilization. The recruitment, selection placement, training, promotion, transfer and retirement etc is the pivot around which revolve the activities, such as.

Small or large hospitals today, but there are professional organizations and volunteer organizations in the community to provide a medical service. They are, in fact, one of the industries in a hospital, a man in the service industries of the present times, and management is progractive role in his work. In today's medical
people such as doctors and nurses in hospitals, paramedical and non-medical people only, but many other people should be implemented. The need for effective human resource management to a private hospital for the efficient functioning. The company building the capacity of large or small depends to a large extent on how human resources are utilized effectively to private public. The hospital is one of the valuable and unique assets of human resources. Development to its human resources, material resources are inadequate or ineffective, even if a country is rich. A company can get it; it is ready to seek the cooperation of the people who work for the goals to achieve there. Management, therefore, the work of its employees and the employees of the programs and processes that will enable you to obtain the best result from the development.

Currently, the physician or surgeon in a Selected hospital run by the most senior of With the help of his small staff, either a physician or a health care worker. He was thinking about the science of Hospital Administration and behavioral management. It is important that doctors may not always be good managers. He himself is a doctor and he has to look after the administrative matters. It was difficult for him to attend the two types of functions effectively and efficiently. Now, hospitals, the management company for the private hospital, where the need for a separate cadre Professional services, financial management, human resource management, material

The private hospital management company personnel, etc., can also be implemented, as well as medical, paramedical non-special or behavioral problems that may arise, as well as skill. Medical job is no longer a one man show. It's a team and work as a team in the true sense of the word "team" work. If you know about human behavior and human resources at work in the hospital, should be sensitive to their job. Steps to ensure the systematic use of effective human resource management a candidate, train, develop and employees to commit election and show them on the ladder to achieve their desired goals. This failure can lead to loss of productivity, high employee turnover rate, etc. for managing the growth of wastages currently only smarter but also to solve the problems of hospitals man power, thingking the fact that labor force is not directed towards the study and property. Community relations for the management of patients are necessary.
'Human Resource Management', a new approach is a significant contributor to the employee to whom. This approach to improve their performance, motivation of employees and helps to maintain possession. Now, especially in the hospital, in the light of the new economy is increasingly realized the importance of human resources in the field. Retaining competent and relevant to the issue of the acquisition of a private hospital, maintaining and the two of them continued to improve the social environment, in terms of changes in value, and to do their best to help contribute to the problems that are viewed. There are a lot of complex organizations in today's hospitals. They are medical people, but many people only tend to run the other paramedical and non-medical. Effectively and productively for human use, in the eyes of the Enterprise Resource efficient private hospital is important part in this organization before. Important to assess the human resource and its proper use in hospitals and endless problem. The present study attempts to undertake the Sangli district of Maharashtra, in a study of hospital services, human resources management system. A great deal of research, manufacturing and other industrial sectors are the area of HR management. However, the work in the hospital industry in the area, so the choice of the topic of the study is for solve the problem.

1.2 Objective :-

Common ideas behind this present work are to examine a use to planning and Sangli district, the selection of human resources in the private hospital. More The study methods and recruitment, selection, selfassessment, promotion, salary, health, safety, welfare facilities, methods, and aims to examine training Employees in hospitals. However, the main objectives of the research are:

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 behaviour for medical facilities.
5. Study the government’s suitable policies for common people.
1.3 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.

1.4. Signigicance of the Study:-

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.

1.5. Hypothesis

* Human Resource Management is playing a role in Hospital services.
* Human Resource Management is not playing a role in Hospital services.

1.6. The Study Area:

This study covers the total geographical area in the district of Sangli and in the Maharashtra State. So, this would be needed to sketch a brief profile of the Sangli district. As per the Union Government of India, Maharashtra state comes into existence on 1st May 1960, and Marathi language as a dominance and Sangli district
become its southern districts. In 1961 the district had seven Talukas and three Mahal with 778 villages and 11 towns. In 1961-71 decade, Mahals were upgraded and the sangli district comprised 10 Talukas with 785 villages and 11 towns. In 2001 the growth of Sangli district in villages and towns up to 910 (including non-populated villages) and 14 respectively. Sangli is 24.51% urban district.

Among the thirty five district of Maharashtra the district of Sangli is situated in south part of Maharashtra. It is between 16°46’ and 17°38’ north latitude and 73°41’ and 75°41’ east longitude. In north there is Satara and Solapur district, Belgaum of Karnataka state to east and south and Kolhapur district to the west. The area of Sangli district is 8578 sq. km. Which are about 2.24 of whole area of Maharashtra state? The Sangli has 91th rank in state in terms and its size. For administrative purpose, the district is divided in to four sub-divisions, namely Miraj, Vita and Walva and 10 talukas. Similarly, for revenue purpose, It has 10 talukas, one Zilla Parishad, one Municipal corporation, four Municipality and ten Panchayt samiti.

1,435,728 and 1,386,415, respectively, in 2011, Sangli, male and female, which has a population of 2,822,143. The 2001 census, there were 1,320,088 males and the rest of Sangli, had a population of 2,583,524, of which 1,263,436 were females. 2.51 percent of the population of the entire population of Sangli district of Maharashtra. The 2001 census, the population of Sangli district in Maharashtra at 2.67 per cent

Sangli district of Maharashtra is considered a progressive district Commerce / industry, agriculture and irrigation, education, co-operative terms Economic, foreign trade, banking, transport, communication, telecommunication, Technology, the hospital and the health of the body, the political, civil administration. The In the development of the infrastructure facilities of the district and the district Strong enough to fire the speed of the development of the district into 21 Century.

1.7. Scope of the Study:

This study deals with an HR working in hospitals. Present studies geographical scope is restricted only to Sangli District, which has ten talukas (Tahasils) namely Miraj, Kavathemahakal, Tasgaon, Jath, Walwa, Shirala, Khanapur, Atpadi, Palus and Kadegaon. The scope of topics covers the human resource (HR) practices get by the selected hospitals in Sangli District. To achieving the goals set out
a range of analytical study. The functional scope of the judicious use of appropriate human resource management in relation to the existing hospitals to improve the human is bound to offer some meaningful suggestions.

The study focuses on only eleven hospitals and more than five beds In-patient care (IPD) to provide the service facility. OPD or the service providing care for patients in hospitals, where it is included. This study considered only allopathic (therapy), and it's a special type of multi-specialty hospitals and general hospitals. Ayurvedic and Homeopathic, Naturopathy, Electropathy, Accupuncture and accupressure, Unani and other treatment or therapy in hospitals, however, are excluded from the study. As stated in the title of the study, public hospitals are also not taken in to consideration. All the small and big hospitals are considered.

India's most popular nation, it is very clear compared to the human resources and other resources. In such cases the use of the human resources available to it in any of the company's efforts to increase the maximum output power of each individual employee to become very important.

The population is generally bad for the country as a liability, but it is, in fact, the human resources, the economy of India is the ideal property. In fact, the need for more emphasis on importance of HR. As well as improvement of the Government of India and the central government has set up a special ministry in todays has recognized the demand of them. It is especially now, the changing context of globalization

The company and the future challenges facing the development of human resources, effective use of available human resources to give a serious thought. The main route leading to the attainment of sustainable economic expansion to the HR management. Despite huge disparity in development of Japan's land, capital, and other natural resources, proven, and in 1945, the destruction, the atomic bomb.

This 'man' in the society, it is clear that it is an important and unique aspect of a large financial institution. Modern tools, equipment, computers, and today, despite the strengthening of technical development at the company, they can not work effectively without human resource strength. This technology is the fact that the main spring of all human resources Development and innovations. The rapid spread of the computer does not undermine the uniqueness of human resources.
(Him) on the side of management is far from seeking to force ...... empowering others. And enabling them to be creative. In other word, the company has become the source of all the people and their role in human work, except ... no mark-up of the company's ability to understand the most important (Firm) have the commitment. In fact, it is strategically placed to hold the key to organizational effectiveness, but adverse circumstances, as well as the human resources and human resources that, for every positive move and could not defeat-induced decline. The scientific development of modern human resource management of the operating system, which will help to improve the ability of companies to the reduction of waste of any type of human resources and a variety of methods to control their cost of production and improve the results, showed that there was an area. Recruitment, on the job and off the job training, ongoing improvement, moral and productivity, HR development, the right choice is available.

The trade and industry, the application of management science, but in all sectors / the job. Hospitals are no exception. Medical science, very fast, and nonspecialized more specifically the development of sophisticated instruments have been introduced and is being used in hospitals staff. Prevention is rapidly becoming the only hospitals, but health promotion and disease prevention. The first two issues of hospitals and medical services provided by hospitals, professionalization of management should be a second career. Fast changing the functions of a human resource management tool. Unlike any other industry, technological modernization, computerization, the arrival of new diagnostic and intervention techniques, the need for human labor, which is now in hospitals, industry needs to be considered? In contrast, a quantum increase in the patient’s care at different levels needs to appoint a special Manpower. Hospital elixir of human intensive.

Thus, the general administrative and specialized experts, is essential for the functions of the hospital staff. Secondly, the huge expansion of health services, it is also the only other in the field of hospital administration specialists or experts in the fields, but it has become necessary to have a maximum capacity so achieved at minimum cost. Thirdly, patients and the expansion of the rapidly growing number of hospitals and medical services, inadequate administrative machinery out of the hospital, were thrown out of gear. Therefore, good planning, organizing, staffing,
and the need for coordination and control of hospitals. Hospital Administration hardly no longer "New Jack," a man of arms, and can be left to "master of none."

Human resource management has a key content in hospitals. Hospitals are more important to the HR as service industry. Present work is Deal ‘A Study of Human Resource Management System in Hospital Services in Sangli district’. (Maharashtra) Hospitals staffs to demonstrate a variety of different jobs are much more complicated. As a matter of the Company specialized staff, as well as to exploit the fact that the hospital staffs are special? Medical care is not a one-man job. Other organizations, such as the need for maintenance personnel to do so, the work of a team.

Human Resource Research:

"Research" as defined by the knowledge available to a systematic investigation designed to add. It is definable as the use of a standard approach to the attention of the search for knowledge, and its purpose is to find answers to questions through the application of scientific methods. Taking such a review the other definitions, which is interested in adding to the knowledge of the solution to the problem of the research that is viewed as a genius said? The research purposes are to give information in form of adhesive and verifiable. Applied research, "the acquisition of knowledge for the understanding alone, under the research into the management of the target, the majority of them, but in everyday life and the human resource needs of the knowledge of the situation 'on a par with finance, functional area, production, marketing, and personal and maintenance services. This is where the development of a specific methodology appropriate to their own specialization and delay. Human Resources Research Institute, offers many advantages: first, it is the human resources issues, evaluation, career planning, welfare, secondly, it's absenteeism, employee turnover, job satisfaction, and addresses the recognizing the problems facing issues such as alienation

Compensation, and safety grievances, and thirdly, it picturise the development of related company and improvement and management techniques, effective methods and less effective methods of commending the recommended improvements. Or because of the individual or of an asset or a liability in a group of people work in the company's life depends on the quality of the experience, it may be an inert block. Generally, in the case of the hospital on the investigation because of their potential
importance of research and human resources, the company will not be overstressed.

The performance of their human resources depends on the interaction of people (patients / relatives for treatment). Constantly active, and to identify and assess the strengths and weaknesses in their internal and outside well work and the health of the company in order to exploit the best of course, will probably everywhere in the human resources to carry out research in order to dynamically changing environment and social.

1.8. 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.

1.9 Profile of the Sangli District:-

Into it there is presented profile of Sangli district and geographical area of the study is presented.

I) Sangli District:-

History of Sangli: - This is famous and oldest city in our country. It is famous for political, historic, religious, educational, hospital and sugar belt area centre also.

1. Ancient Time History:-

Ancient epics say that the place in and around Sangli was called as Kundal. Kundal around 1,600 years old was an ancient village. It belongs to Aadil shah Dynasty. It was founded by Harbhrat Patwardhan. Sangli is now next to Kundal which was once the capital of Chalukyas. The Patwardhans used to rule here during the ancient times. They were closely related to Marathas during the fight of Panipat. They reemerged as jagirdars during the British rule over India. In 1948, Sangli merged into India. History of the village "character of Jupiter" is found in.

2. Medieval History:-

Sangli has grown somewhat in the last two decades, mainly in the new city. Basically, after the city of Sangli, six lanes of the city, which was called in Marathi Saha (six), a six-lane Galli (lane) was born as a combination. Raje Patwardhan Chintaman His Highness, the Maharaja of the then princely state of Sangli state as a major business center in Sangli played an important role in promoting.

River Krishana flows near a green city, it is known for turmeric and sugar. Is also a famour for health and education, there were tourist places. Magnificent temple of Lord Ganesha. And right now the city is known as Sangli, Maharashtra. Kirloskarwadi is located as an industrial town. Here businessman Laxmanrao Kirloskar started his first factory.

3. Current History:-

Sangli is a small and beautiful place that falls under Maharashtra state. It is situated at a distance of 395.7 kilometers from Mumbai. The place has been a hub of turmeric cultivation. It also boasts many sugar factories in the area. The place is small
yet a perfect example of peace and harmony. It is famous for grapes as well turmeric. The ease with which it can be reached makes it more popular among the tourists on short trips. It is just 700 kilometers from Bangalore. It has vast agricultural land which is being used as per its capacity. Due to this, it is also nick named as green land which is the capital for turmeric trade.

Sangli district, a city and a municipal corporation created on 28 February 1998. This city is main health centre and centre of classical musical instruments. There are renowned hospitals, such as psychiatric hospitals. Bharati Hospital is also near to them. There is a small town as a Kupwad as an industrial area. Who have recourse to an industrial area. Lotte chocolate manufacturing industry. Toya significant as the overall spin spinning mills LTD. Oil production factory (Chakan oil mills). Kupwad Kupwad MIDC area of town working for the motivated human and related family, the staff, s precautions in Hospital (ESIS hospitals).

India's top sugar-producing district in the district alone, as it has for more than thirty sugar factories. Yellow is the largest commercial center into the related continent. Today, Pune will be yellow. Into the wine investment district of Sangli just comes up, its gain little success in quality of drink.

4. Geography:

This district is including in western Maharashtra. Bijapur area is to the east side, Ratnagiri area to the west side, Kolhapur and Belgaum area is at south, and Solapur is at north area. It has lying between 16.4 to 17.1 north latitudes and 73.43 to 75.00 east longitudes. This area is different in physically settings and many differences in landscaps. District derives its name from its head-quarters town Sangli, which was erstwhile princely State and now forms a part of the district.

This is western part of Sangli district. It is in the south west to north, Bijapur, east, Karnataka and Belgaum, Kolhapur, Satara, Solapur districts of Karnataka and Ratnagiri district is bounded by the districts.

The Panchganga like Warana and other small rivers ends into the river Krishna. These rivers are mostly suitable for the agriculture purpose.

Culture:

There are Kundal, which is Veerbhadra named place near the Temple Hill. This is a history of 300 years. Every year, thousands of Jains visit Kundal, Digambar Jain pilgrimage center. The temple is built for the memory of Maharaja Jaising. There
are Parshwanath hills around the temple. Mahavira idol is there. Two near caves body and images of Rama, Sita and Lakshmana to idol. Samav Refuge, another hill is a large open space, is considered sacred by the Jains. Here are his followers were the sermons he gave.

. Administration:

For administrative purpose the district is divided into 10 Tahasils, including tehn hahasils with modifie towns. It includes one mahanagar palika viz. ‘Sangli-Miraj-Kupwad Corporation. It also includes 4 nagarpalika’s viz. Vita, Ashta, Tasgaon and Islampur and 705 Gram and group gram panchayats. The gram panchayats are organized at taluka level in taluka panchayat and taluka panchayat at district level into Zillah Parishad. It also includes 20 Police Stations and 25 Police Outposts.

. Hills:

There are two main hill ranges in Sangli district. One is Sahyadri and other is Mahadeo range. The main ranges of Sahyadri forms the western boundaries of the district. One of the spurs of the Mahadeo range stretches south-east to Belgaum and other named as Mahimgad Panhala spurs streches up to Khanapur.

. Rivers:

Warna with Krishna are main rivers. In south India Krishan is largest sacred river. River covered near by 105 kms. Inside the district. Other small rivers are also mixed into these rivers. One of the largest tributary of Krishna is Warna.

. Climate:

There are three seasons climate were experienced by people. Monsoon is from the middle period of June to decline of October. Cool season is from beginning of November to early-middle February.

. Rainfall:

Rains start sometimes in the middle of June and last till the end of September in the district. Rain fall in the district measured averaging 400-450mm in a year.

. Minerals:

There are no major important mineral deposits except building stones, limestone and clay. The limestone is associated with trap formation ununiformaly distributed. Good clay for bricks and tiles is found on the banks of the rivers Krishna, Warana and Yeralala.

. Soils:
Soil formation in Sangli district has been predominantly influenced by the climate. The western zone, which receives very heavy rainfall, has lateritic soils on up-ghats and reddish brown soil on hill slopes, the latter being developed on parent material of trap rock. The transition zone of Krishna valley has deep black soils of alluvial origin. The third is the eastern drier zone, which consists largely of regular black soils and poor shallow soils. Saline-alkaline soils are met with in the low-lying patches in the areas of low rainfall.

. Crops:

Sorghum is a main crop grown in this area and maldandi variety of this area is well known. The turmeric and turmeric market in Sangli are famous. The sugarcane crop is also extensively grown here. In the recent past Sangli has carved out a name for itself for its grape 57 productions and Tasgaon taluka is at the forefront in grape production. Small units producing dried grapes are proliferating in the region. Some areas in the Miraj, Tasgaon and Walwa talukas produce tobacco. Bajara, Jawar, Wheat, Rice, Groundnut, Turmeric, Soyabean, Pomegranates, grapes etc. are the major crops in Sangli District. Sugarcane is the annual crop. This place is famous for sugarcan. Also famous for turmeric powder.

Education Facilities:

Primary education facilities at mahapalika level and palika level are provided by themselves while at gram-panchayat level such facilities are provided by Zilla Parishad. The zilla parishad also provides secondary and higher secondary educational facilities in the district. There are 1561 Zilla Parishad Primary schools, 476 secondary schools, 117 junior and senior colleges, 11 diploma of education / bachler of physical education, 1 college of law, 2 colleges of medical, 2 colleges of engineering, 2 colleges of polytechnic and 2 pharmacy colleges in the Sangli district. The educational facilities are mainly concentrated at Sangli, Miraj, and Islaipur and Vita city of the district. Higher education, professional and technical educational facilities are provided by private institutions too.

Medical Facilities:

Sangli and Miraj are well known for availability of the best medical facilities. Well equipped medical institutions including a medical college are located in and around these two cities. Miraj Mission Hospital is the biggest medical centre where eminent medical surgeons and expert consultants render medical services. People
from other states in India as well as Arab Countries also come for receiving medical
treatment in this hospital.

**Wanless Hospital**

This big teaching hospital in miraj begins in 1894. Founder of this hospital is Sir William James Wanless (1865-1933). He was a doctor of Canadian missionary. By the Presbyterian church of United states he was sent to India for their medical purpose in 1928.

**Open heart surgery**

An Indian cardiac surgeon Dr. R. K. Padhi. He was experienced in country like Canada. Dr. A. G. Fletcher is a general and thoracic surgeon, from the USA, In April 1962; those two doctors are made a first successful open-heart operation in city like Miraj. For states of Maharashtra, Karnataka and Goa, The miraj is famous for heart institute.

**. Industries:**

District is mainly recognized for sugar and cotton textile industries in the state. There are 12 co-operative sugar factories and 21 cotton industries in the District. The city Vita, Madhavnagar area of Sangli is famous for power looms. There are six state industrial estates in the district situated at Sangli, Miraj, Vita, Kavthe-Mahankal, Islampur and Kadegaon and four co-operative industrial estates situated at Sangli, Miraj and Palus. There are near about 7032 registered small scale industries in Sangli district. There are 9 industrial training institutes in Sangli district.

**. Population:**

This is a self local government body. This corporation looks for development of city. This is established on 9th February, 1998. The geographical area covered under this corporation is 118.18 sq. km. It serves a population of 436,639 (as of 2001 India census).

**1.6 Taluka Wise Brief Profile:-**

For administrative purpose the district is divided into 10 Tahasils including. It includes one mahanagar palika viz. ‘Sangli-Miraj-Kupwad Corporation. It also includes 4 agarpalika’s viz. Vita, Ashta, Tasgaon and Islampur and 705 Gram and group gram panchayats. The gram panchayats are organized at taluka level in taluka panchayat and taluka panchayat at district level into Zillah Parishad. It also includes 20 Police Stations and 25 Police Outposts.
1. Miraj:-

The Miraj was founded in the early 10th century in the southern state of Maharashtra, a city in India. This was jagir of Bijapur’s Adil Shahi. In their emperor Chhatrapati Shivaji maharaj stayed here two months. In history it was strategic place in previous days. Miraj, a big in the capital and the central railway system is an important junction. Pathwardhan family were the hereditary rulers of the Mirage to freedom. Mirage City of Hindustani classical music, for the performance of healthy services, is recognized to be a religious place, formed in 1999, is part of Corporation. Marathi, Kannada spoken into annual Ganesh visarjan procession languages. The Indian string instruments, especially for medical treatment and is marked by a procession with an average of 20 hours. Miraj is attraction every year.

Miraj is the historic place. The history is from early 10th century. The town is known for classical music. Strang services were ruled there and a strategic location was there. There was an important Jagir of Adilshahi of Bijapur. Miraj railway-station is famous junction in south India. Previously it was connected with other areas by broad-gauge, meter-gauge and narrowgauge rail line to Pune, Bangalore and other cities. But now all the rail liners are converted into broad-gauge.

Modern history:-

Peshwas

In the Mirage state, Peshwa Madhavraoji Patwardhan Gopalrao given the castle to the Mirage was founded in 1761. Mirage has taken the title of the
Patwardhans, Raza Hyder and Tipu Sultan was also playing a different role against peshwa. He has a military campaign for the war.

**British Raj**

Sansthan of Patwardhan as the capital town of kingdom governed by the British regime ruled Miraj. This is a part of Mahratta Jagirs come in Mirage, then agency of Deccan States is part of the southern section to the Bombay Presidency. In 1820, Miraj Miraj state is divided into junior and senior and Mirage. Divided in two parts of the territory of the other native states and British districts. Mirage, a senior in the area of 339 square miles (880 km²). In 1901, its population is 467. Income tax paid £ 23,000 to the British is £ 800, which are 81. Mirage in 1901, the urban population of the Southern Mahratta Railway Junction, which lay on the 425,

**Independence**

On March 8, 1948, the Dominion of India has won the Senior Miraj. Today this is part of Sangli, also part of Maharashtra.

**Classical music:**

There is a Urus in miraj. This place for artists to perform their art at the Miraj. Gandharva Mahavidyalayas were used for administrative office of Miraj. Music was played from long time.

**Great Musicians:**

- HansPrabha theater,
- Khvaja Samsuddin,
- Mira Saheb Dargah is buried inside.
- Sri. Ram Kadam Marathi films musician.

**Railway**

There are junction railway satations in Miraj. This is the junction of three rail gauges only to have. Now here are only modern broad gauge tracks for railway. Mirage in the north-east and north to south, Belgaum, Goa on Kurduvadi by Pandharpur, connected by railway to the north of Pune. In February 2011, dates from the converted Miraj-Pandharpur-Solapur passenger trains began to run Kurduvadi broad gauge track.

**Medicine:**

In the 19th century, the traditional Ayurvedic medicine of Miraj its Vaidyas, recognized for practitioners. Within India, there are biggest numbers of hospitas
similar as every city. Two medical colleges are there. GMCH, Miraj and BVDUMCH, Sangli.

**Dargah of Mirasaheb:**

Mirage is known for string instruments. Sitar people from all over the country, played fiddle and Veena will buy the Miraj. Miraj in the past, the municipal city is 8 km. formed from Sangli Sangli-Miraj-Kupwad become part of the municipal corporation.

**2. Kavathe-Mahankal:**

Miraj Sangli district of Maharashtra state Kavathe-Mahankal one of a subdivision. This is known as Mahakali Devi Temple & Mallikarjun (Lord Shiva) is also the same as the name of the goddess Mahakali, Sugar Factory is a sugar factory. Kavathe Mahankal peaceful town. Major festivals, Shivaratri Town & Mahakali temple Navratri (Dussehra) (Ambabai Mandir) in Shivaratri in 05 days "tour" which grapes, sugarcane, jawar, bajary, corn is known for its products. Here are two industrial training school, in elementary school. Shri Mahakali High School, Art, Commerce, Science, PVP College. Here are 2 D.ED colleges, as well as one of the ssded other Pune sub-area college k.mahankal Kavathe Mahankal melitri canten Ambika D.ed college girls, as well as Virgo prashala & JR College

**3. Tasgaon:**

This is a tahasil and a municipal town in Sangli, Maharashtra. Shreemant Ganapatrao ruling Patwardhan was lapsed at the time of the British in 1774, Tasgaon Sansthan Narayan Parshuram by Ballal Peshava bhavu Jahagir given to Patwardhan. One of the most famous places in Maharashtra Tasgaon grapes. Grape farmers’ bagicha (grapes), the development of many types. Tasgaon 17, 03 º N 74.6 º E is at. It is 560 meters (1837 feet) .mbngf FG CV has an average elevation. Receives an counted rainfall is of 450 mm in Tasgaon. Highest water to farmers in the drought-prone and suffer each year for the crunch.

This is famous for Grapes. Grapes are mainly exported to Asian countries, such as the frem of it rate is 3.5 inches. Production, are from Tasgaon twice as Nashik. Ganesha's trunk is always there to bless communities, bent on the right side, and this is considered as the Lord of the living statue, more than 225 years old Ganpati temple is unique in Tasgaon. 125KGs weight of the statue of Ganesha is gold. Gopur of this can be seen in the South India Ganesha Temple of Gopur (5 Store
entrance to the temple is the oldest structure), the highest in Maharashtra (96 feet). This is most famous for a day after Ganesh Chaturthi. Viththal Sakharam Rojgar Guarantee Yojana p former president and founder of the Legislative Assembly, who hails from the village of Visapur.

4. Jath:

This is a taluka headquarters and town of Sangli, Maharashtra in Miraj subdivision. It is often lexical South Indian nomenclatures, according to the state of Maharashtra is a major Taluka "Jath," that is to write. It is situated in the southern state of Karnataka, the Kannada large number (around 46%) of the population speaking forms. Umadi border villages, Sankh mostly speak Kannada. The Des Jat infamous for its drought-prone geographical conditions and historically part of the population has some sort.

Jath in Bombay, British India, but it paid homage to the former capital of the Maratha princely states. This also previous jagirs of maratha. The village is a popular Banali (goddess) Sri Banshankari; the temple is 10 kilometers from the north of the Jat.

5. Walwa-Islampur:

Sangli district of Maharashtra state Walwa Walwa subdivision of a tehsil / taluka is. It is also known as the valva-Islampur Taluk. Ninety-five villages in the taluka panchayat Walwa. Walawa before the independence of its "Patrisarkar movement" called for. Its villages are Subdivision of Walawa, and there are plenty of more freedom fighters. Krishna River passes through the taluka. Taluka of production of the main crops of sugar cane graphs.

6 Shirala:

Shirala also Battis Shirala a short 60 kilometers west of the district heads quarters of the state of Maharashtra, India, Maharashtra, Sangli town and 350 km from Mumbai, the capital. It is a Hindu festival, especially the snake god.

History:

Shirala in the western state of Maharashtra, Indias most prosperous stte in asmall town. Shilaharas int eh area administered by the state. (from 765 to 1020) The name Shirala thirty eight kilometres of the prefix ‘Battis’ a number of thirty-two (32) the term “Shilaharas” came from. Thirty –two small villages around the town, which is
said to be large. Historically, Battis Shirala these villages is the main market and shopping center.

**Festival:**

Into this festival hundreds of thousands of people attended the festival, which was well-known for its annual Nag Panchami Snake. Bendur is also famous festival into this place farmers preparing before a week. They washes their cows and bulls, colours them and give healthy food to feed them, Amba Bai a village goddess and temple were decorated and followers put on the body of goddess. Villagers from the Kaul (allowed), then to get the snake to go hunting. When follower falls on left side of the goddess indicating that this year must not catch the snake. Only local people are allowed to catch the snakes. Poisonous sanke soil making marks on their body. Hearted manner, they should be carefully dug up the ground and catch snakes. Snakes did not hurt, so they think of it as a bad thing for the family to be taken care of if it hurt. If they are lucky, the group of many hours finding produces a limited snakes. The snake is then placed on top of a small circular opening with a large circular earthen crock are stored in the pot. When snakes are produces there are different processes to handle them and put in safe place till actual festival comes up. In the morning pot brought out side the house and feed to the snakes and then put then into the pot and later goes into the house.

Festival celebrated powerfully, on the festival day snakes were displayed on big process. It begins after blessing of goddess AmbaBai. Mortgages from 70 to 80 groups and participate in the parade. In this way, the procession in front of the women’s homes to worship the snake, in the morning, some of the snakes are taken to the neighboring homes. Due to the recent court of the animal (the snake) abuse cases before the festival of snakes caught their death. The catching snakes, snakes are banned as a rude, they were to be released from the same place.

Myth Shirala one of the families used to worship the snake figure. Navnatha (Gorakhnath) one visit to their place, and the blessings he has given them permission to worship the snake to catch it. Shirala also Gorkhnath temple. Once the 12-year-old Nath panti (Nath Sampradaya), and the next 12 years to visit all of the Shirala followers to take care of this temple is one of the ones left behind. Shirala anime Samarth Marathi saint also built one of the eleven Maruti temples is famous. This
temple is very old. Near to the main bus stand and many devotes visit on Saturday. By great Maratha warrior Shivaji build a castle in the town. Currently, it is administered by the office of the forest services.

7. Khanapur-Vita:

Khanapur is a main city and taluka and Vita is second important place in this area. Gardi Sangli district Khanapur (Vita) is a village in Maharashtra, India situated taluka of Pune division. It comes under the area of Bethlehem or Paschim Maharashtra. Sri. Gardi anilbhau from the village of Babur (MLA), the representative of Khanapur taluka. He is a representative of the farmers. He khanapur this project will help farmers get water to farmers in drought as atpadi "TEMBHU Project" prepared. 3000 crore more than one of these projects will help around 10,00,000 farmers. this project. The main fruit of the grape and pomegranate khanapur.

8. Atpadi:

Atpadi taluka of Sangli district of Maharashtra state, the administrative town of the township. Atpadi adjacent Solapur, District connects with the related area of district satara to the north east. The town has essential government and public offices into its area. It has constituting the core of the financial industry, with pomegranates and cotton, all are depends on agricultural related parts and products. [Citation needed] in this area there is a sugar factory named Manganga Sahakari Sugar Factory, the Pomegranate production are much more taken in this area. There are also centers of pomegranate. In this area small business are created, such as farms. City is born from the four Leading Marathi Atpadi writers can lay claim to the literary connection.

9. Palus:

This tehsil is newly made tehsil.

Zone of industrial:

Palus MIDC industrial area that is one of the main components of the process and making the furnace, which holds good for the Palus. In Palus Maharashtra government make a separate new wine park, which is 30 km from district place. There are products of the world's best quality grapes at Palus. Kirloskar Brothers Limited. There is just 2 kilometers away from the Palus.

Tehsil:

There are many famous temples in tahasil Palus. The old and the new Cat Temple of the famous Shiva Linga Temple, Nag Temple, and Palus both sides of the
Hanuman Temple. Stated near river krishna, Palus taluka in district has one of fertile soil. Palus is also the grape, the land known for the production of sugar cane. Lakshmana Kirloskar Vidyamandir School and Junior College, where the name is known. This is stated at west of city. College of B.V., as well as to the north of the Palus. There are well known Mandir of Dhondiraj Maharaj. Palus is a tourist attraction located in Sagareshwar. Ankalkhop & B Navale Dhulappa his followers as the Freedom Fighters are the followers of Mahatma Gandhi & Kundal, are members of the GDLad.

10. Kadegaon:

Kadegaon Maharashtra State, India, and is a city in Sangli district and taluka Kadegaon. It belongs to the region of Bethlehem or Paschim Maharashtra. It belongs to the Pune division. It is the district headquarters is 65 kilometers to the north from Sangli. It is a taluka headquarters. Kadegaon pin code is 415304 and the postal headquarters Kadegaon. Shivajinagar (nahavi) (2 km), Chikhali (3 km), Nimsod (3 km), Kadepur (3 km), Saholi (4 km) Kadegaon nearby villages. Kadegaon Karad taluka towards the west, to the south of Palus taluka, valva-Islampur Taluk to the south, around the north end of a Khatav. Vita, Karad, Mahuli, Uran Islampur Kadegaon nearby cities. There are 56 villages into it.

Sagareshwar Wildlife Sanctuary:

Sagareshwar sanctuary is very religious, cultural, and archaeological importance. The sanctuary attracts a large number of devotees of the famous Shiva temple derives its name from one of the oldest. It's really a big temple from all Satvahana long and consists of a complex of 51 small temples. Perched on the edge of the steep hill, you can partially hewn from hard basalt rock Kamal Bhairao Temple, you will find. The entrance to the temple is through a narrow tunnel.

110 Short data of hospital in Sangli.

1. History of Hospitals:

The culture of medicine and surgery for the disease in humans before. Early medical treatment is always with religious services and ceremonies were identified. Fathers spirit, mind and body than were physicians or medicine men, priests / doctors with great political influence of the ruling class , and the house / hospital was also the meeting place.
Medicine as an organized entity, known as the South-West Asia, the ancient region of Mesopotamia 4,000 years ago appear. The first doctor's prescription Hammurabi (1728 – 1686 BC) under the rule of the dynasty in ancient Babylon in Sumer.

2. Indian Hospitals:

Efficient hospitals in the historical records show that India was prepared by 600 BC. King Asoka (273 - 232BC), modern hospitals, hospitals began to look like an Indian. Hygiene and the principles followed by cesarean section to save both mother and child were with close attention to technique. Buddha also serves physicians for health care for every ten villages were appointed. The infirm and destitute were made to the needs of the population and regional hospitals.

3. City History:

The City Sangli - Miraj Twin Cities are aware that the development of local self-government organization. The Municipal Corporation of Maharashtra to the south, and services a of 0.65 million population. This is a best corporation in southern Maharashtra. And more than 800 hospitals in Sangli Miraj wise density are highest in the country, quite.

4. Medical Facilities

Miraj was very much famous for its medicain and ayurvedic services in India in the early years. In to the miraj there were highest hospitals, in all over India. There are two medical colleges.

5. Wanless Hospital

This hospital is large teaching hospital in miraj area in the years of 1894. A Canadian doctor Sir William James Wanless, who is a founder of this hospital. In those days this doctor was sent by church of United States. King George V was knighted for his service to humanity. This is first and so old hospital in India. It was famous for cancer patients’ treatment first.

6. Open heart surgery

An Indian cardiac surgeon Dr. R. K. Padhi was serving in Canada. A general and thoracic surgeon Dr. A. G. Fletcher from the USA, In April 1962, those two doctors done the successful first open-heart surgery in Miraj. For states of Maharashtra, Karnataka and Goa,
1.11. Concept of Human Resource Management:

“Wonders are many and none is more wonderful than MAN”
-by Sophoces (495-406 BC)

Both the employee as well as organizational design and human resource management will be carried out program which are working with the related activities. People at work in hospitals, factories and service from the management point of view the most important factor of production. Thrust, retains and motivates people to create a work place that is the best it gets. In the multi-dimensional nature of the concepts of human resources. They are working in the organization have different needs at different times. These requirements, there may be a physiological and psychological, social, and for all their efforts, combined with organizational goals.

The management of the human part of the work carried out; "It all depends on how well done" Rensis Likert because the company is required to conduct and effectively summarized the importance of the human component.

The term skill, skills and labor-intensive nature of an organization, as well as to define the value. It is the sum total of people employed in an organization or the talent and abilities inherent in the nature of the skills, to define the term human resources, talent, and the basic of receiving population. HR management necessary to achieve the objectives of the company's focus is keeping the size and quality of the public option. They are healthy, productive and safe work environment and assuring the people that work effectively and efficiently manage the development and providing opportunities to achieve, the main goal of man power.

HRM, such as production of high level of ambitions for organization, working in consultation with the emphasis on the concept based on the maximization of individual skills and motivation. Therefore, human resource management goals are met, so that each process together with the people and the organization. It is best to secure their wholehearted co-operation from the people to win. In short, the development of an effective and efficient manner and to achieve the objectives of an organization's workforce is competent.

Man power is application of system functions and formulas. This can be applied to generate development and remunerating employees in an organization. Get inspired by the human resources management of employees, even ordinary people
provide extraordinary results. Therefore, the objectives assigned to them, get to know
the company name, but they fully exploit their talent to be a healthy work
environment.

Human resource management to help him achieve the Most human essencial
as a material for society, personal, intellectual, moral, psychological, cultural, social
and economic improvement must invented as a system to be undertaken. It is best to
contribute to the community and to the country, which means that the person on the
all-round development.

1.12. Human Resource -General and Human Resource - Hospital:
1.12.1. Human Resource in General:

Today, many companies began to realize that there cope with the changes
taking place in the atmosphere does not take the development of human resources. Each company has to either set up a special department of human improvement and
human progress policies introduced depend staff. Effective management and well-
being of every employee of the company, creating an environment leading to the
development of human resources to the optimum level. Human property, in modern times, in a progressive organization, rather than just a
resource is considered to be a treasure. This is because the people who shape the
destiny of the company. Turned them around from the failure of the human resources
management of the companies there are many success stories documented in
literature.

Man power People, are concerned with view to a portion of each company. First, the HR management function in support of the company's staff. Whose role is to
provide assistance to employees in matters of human resource management in line, or
directly to the company that is mixed up with new made of material and its secuers. Secondly, human resource management this work to every head’s job. One, fact is to
effectively manage employees in an "official" whether working in the human resource
management, operations managers need to manage.

Suicide is helpful in fulfilling the goals of human resource management
Individual, organization and society. It is also reflected in the individual's health in to
the leanthy way which is similarly as increase a person's abilities and capabilities. It
untapped power, performance and brings out creativity. It is to create a healthy
organizational environment, human resources, motivating, team work and
commitment to the development of a scientific method for the staff development by creating. Therefore, the success of a company is its human resource capacity, competitiveness, efficiency, and to a large extent depends on. Capacity to improve the concept of man power system is an important tool of management. Every organization, human resources, without which life is not worthless assets are a crucial variable. To stay in a saving account as cash, appreciated the value of human resources. So, the human resources necessary to achieve their proper perspective to understand and effectively use one of the goals of company.

In general, functions to manpower functions and operative functions such as management have been classified into two main categories. Managerial functions involved in directing (motivating actuating or command), but it deals with the coordination and monitoring the operative functions of procuring, developing, compensating for integration and maintaining an effective workforce, are planned. The functions of human resource management in industrial enterprises, but also apply to the hospital.

1.12.2. Human Resource in Hospital:

Human Resources function, process, structure and strategy in some form or other, usually exist in every organization. This is because the existence of organizations and the public. They are people, and people. Their effectiveness depends on the behavior and performance of the people constituting them. The status of human resource in the hospital is not much different from any other company, and its role in terms of execution, but only in terms of the policy and Philosophy on the side of human resources. A hospital is an institution of effective human resource management functions and operation are the most important and cardinal. This is despite the fact that it affects the health services of the recurring changes in the health care industry, has also significantly affected the human resource management function.

A company wants to look for human being in hospital, treatment for human and progress of hospital must be essential, those who run it, ie, one has to take care of the welfare of its staff. Every person engaged in service to the words of the mission to promote the cause of the hospital and its very much connection in system, weather he has a perfect doctor or imperfet sweeper. Low lavel staff of hospital, in terms of the trade union should not be cited as labor`. In fact, they are considered essential to the
functioning of the hospital, a doctor should be or a staff nurse.

Human resource management by a team of dedicated and committed to the hospital staff and the public at large, the highest and noblest form of providing health care services to the patient (hospital), the company is working on. Care of ill or injured people to the hospital, or for the prevention and treatment of diseases, and training of doctors and nurses in an institution for the study. Private hospitals in many different categories of staff required to work in multi-disciplinary expertise and excellence found. Doctors and paramedical staff, nursing staff, technical staff and the official status of the staff appeared to be playing an important role in providing health care services. It is a hospital manager to know about the different sections of the qualitative and quantitative requirements and needs of the different dimensions of the management of people in need of fashion.

The quality of both the hospital staff awareness, ie, the production staff of professional excellence and personal commitments has a fair blending our attention gravitates. Effective services to patients if they get a professionally sound and if they are personally committed to the patients, sympathy, empathy, and get satisfaction. If you provide quality healths care facilities, hospitals, human resources, so that patients benefit.

Although hospitals have been compared with the industrial organization, here are differences into it. Production of variety of skills the public service given by the hospital and staff. The nature of the demand for hospital services are hardly a voluntary admission to hospital services, the hospital also have distinctive. The decision made by the patient; He was ill and in need of services which can not be provided at home. Therefore, the daily human life, suffering, and death in the hospital deals with the restoration. Running in the direction of an organization and its human resources, knowledge, understanding, qualities, abilities and skills required for a particular combination.

It is related with life and death of patient hospitalized for any of the company can be more sensitive than that. Factory employees, a little part of the indifferent attitude of Management to reach an amicable solution can be made once, the product reduces. But this is not the case in a hospital. Therefore, the hospital manager can be efforts to reason resentment in its staffs. He is cheerful, dedicated employees who serve patients with the team to create a Faces either directly or indirectly. Well
management is basic things in organization points of view important. But hospital staff is important elements.

1.13. Nature and Types of Hospital:

Found that the much of sample are down the line of poverty, an over-populated country like India is an important part in hospital, health care centers. Hospitals, course, the mass has to offer and also to protect the precious endowment Medicare facilities to enrich and build a positive image of the ‘responsibility to protect their own interest. One of the patients, system sees a creation the ‘animate’ synocratic absolutely, this is need of time. India's environment by providing the best possible service to a hospital emergency action is to cater to a large burden from the public.

Appears to act as a social organization, the number of professionals for their opinion about the hospital. Yesterday, alms-houses, hospitals were considered. They sees to needed and helpless, non-profit organization. Today, education and training and research, the promotion of health care to the diagnosis and treatment of human disease, a space, and to a lesser extent bio-social research center for help. The World Health Organization of the document (WHO), as much of the conceptual aspect of a clear-cut? Hospital is an internal part of public and Health Company specified in document, the system the family reach to the out-patient curative and preventive services, and provides for the health care of its home environment full of people, it also has a training center for health workers and the bio-social research.”

There are modern hospitals functional areas. It was back to the community hospitals in the wake of the new kindle the hopes and aspirations is against. WHO documents are considered to be more to the hospital in a complex organization. It is a multi-faceted society, the consequences have been more conscious of their rights and opportunities for consumers, or in the sense that it is complicated. Recently the demand for medical care and health education in the modern and the best actions. But they are only the four walls of the hospital or at their door step; you can do everything with proper living areas. The hospital is a complicated organization.

People are always in the health care, the health care delivered to the patient and societies are considered, both of which could be considered a social organization for providing benefits. It was temporarily deprived of human diseases and the health and wellbeing is considered a place of restoration detection and treatment.

Today, whole day hospitals are open, staff gives well service and essenciality
to patient, surgeons perform good services for patients with the help of operation theatre. Nurses are trained to looks carefully for patients. In the laboratory, an expert in the battle against the disease is a key technology in the urine, feces and blood testing. Dieticians cook and prepare balanced meals for recovery of patients’ health. Hospitals need to work to refute the facts of social organization. We can not imagine the existence of the community and hospitals exist without human beings if we do not think about the survival of human beings. In other words, the construction of a hospital or health care services, human capital has a significant bearing clear.

1.13.1. Types of Hospital

Providing education and training facilities and the establishment of the Medicare Hospital, there are different types of the target. We are in their structure, function and performance to find the difference. The following appears on the classification of different standards.

1.14. Recruitment and Selection Methods in Hospitals:

1.14.1 Recruitment in Hospitals:

First essential responsibilities to the resources department of a hospital to recruit and select the right person to well work place in perfect time. Patients and relatives in the hospital than any other aspects of the care of health care workers and more impressed with the attitude of sympathy because of the Hospitals, in particular, are dependent on their employees and their commitment. It's official in charge of the Human Resources Department to effectively represent the organization and the emerging need for candidates to communicate with the hospital's policy and philosophy. The staff should not be in haste to hire a Human Resources Manager. They are not only cost him a salary-wise, but also the lives of patients with luck might play.

Once determined the need for manpower, the next step in the process of recruiting staff. This is because it is known to keep the men in the hospital, a difficult task. Hospitals in terms of skill and personality requirements of an unusually wide current position. 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. Hiring for a job in a hospital for the purpose of providing a pool of potentially qualified candidates. It needs to match the job to the person. There is a gap
to be filled by a new post, or whether it is necessary to review the job and its requirements. Finding and attracting applicants and bringing them to the company:

Recruitment consists of two main steps. It is often called the first phase of recruitment referred alone, and the second step is the appointment or placement.

1.14.2 Sources of Recruitment:

Recruitment of human resources in accordance with the plan to fill the vacancies from external or internal sources, such as the activity undertaken; - Internal recruitment to fill a vacancy in an organization refers to the promotion and transfer of employees. External recruitment refers to the recruitment of an employee from outside the company. Their merits and demerits of the two methods, depending on the human resource management of the recruitment process have been used in a variety of degree. It is used in the method of recruitment to the various sources. The company as a selected hospital.

1.14.3 Selection:

For recruitment process to attract plenty of canditaes, selection process is based on pre-determined criteria used for selecting some for consideration. The achievements of the candidate best suited to fit the job requirements specified by law. Ends, there begins the process of selection of candidates for recruitment. It begins with the selection process of the applications that will be enough (internal or external) only after recruitment was secured by a different source. With regard to the fixation in to employee and employer about working condition and election. It is the ability to behave the work and the qualifications of individuals in the company or organization of the hospital steps in the procedures to be employed.

It them and those who will not be offered employment viz, candidates for employment are divided into two sections. In short, the choice of picking up a hospital in the company of people who have a job to fill in the relevant qualification process. The primary purpose of the job from the pool of candidates eligible to operate most successfully is to choose the right individual. In order to achieve this purpose, the method of choice for many of the steps that need to be carried out in a well-tested.

1.15. Need of the study of Human resource in Hospital:

The building up of the company, the ability of small or large, whether private or public, to be used effectively in human resources, to a large extent depends on. The hospital management is important, valuable and unique for man power. Its human
resources, physical resources, but also a country of great enough, it will not be
developed. A company that wants to achieve the desired goals and the people who
work there get ready to cooperate.

Management and employees must work to obtain the best result from the
program and enables employees to develop policies. Decide the fate of the human
resources in hospitals is carried out properly, so there is no need for human resource
management. Systematic steps to effective human resources management, the ladder
by which to achieve the goals they want to raise their development, integration and
maintenance of compensation and human resources are used to separate and then see
the show. Failure to do this, productivity, employee turnover rate is high, leading to a
decrease in the waste, etc., can improve the poor quality of These days, the emphasis
is on human resource philosophy from the perspective of regulatory compliance
perspective, the transition away from the philosophy of the staff.

The evolution of this type of gear in order to work efficiently and effectively
in hospitals, private hospitals already have the resources needed. Today's private
hospitals, doctors and nurses, but many other paramedical and non-medical people,
such as people with medical people, only to be implemented. The survival and
improvement of HR required for effective management for private hospital Patients,
their relatives and community relations organization. Calculated for the following
reasons: the need for human resources in hospitals.

1 Effective Utilization of human resources.
2 All employees working relationship between healthy.
3 Maximum Employee development the higher the morale of the company
4 Continuous the development and appreciation of the human assets.

1.16 Brief Historical background of Hospitals:

Guest Hospital, the Latin word for word means "guest" has got its origin.
Accommodation in a hospital or in a place where it is placed. This is also a patient
should be treated, in any way, indicates. In Western countries, he is a "guest" should
be treated as such; Math and ill-treatment of a variety of missions, churches and
religious personalities of the fathers are taking care of the sick and applauded for a
long time.
The treatment of the sick and elderly people followed the name of the ancient world at the time was one of the places in the King Ashoka’s, the BC 273 232. In our Vedas Dhanwantari is a "health God" referred to. Shushrut and Charak are well known surgeon and physician. After the British rule, but it is also a well-developed Ayurveda and Allopathy ignored, patronized by Western medicine, which is one of our country, for the treatment of the sick is one of the oldest systems. In ancient China, a lot of free clinics for the sick and 300.BC threshold established by the alms houses were established for the deaf, mutes, and half-mad. 14 Buddhist thought and the 6th century AD, after the hospitals established by the state

Allopathy has been developed in Western countries since years and years. Institutionalized care for the sick, the first evidence was discovered in 1200 BC, the Greek temples. From 460 to 370 BC Hipocrate years as one of the most famous Greek physician, Beauty of a father and his name "Hipocrates standard" was in the beginning of his career before being administered to each medical graduate. Almost every city throughout the period of the Roman Empire in 500 AD the church was set up in hospitals. The Romans, in their homes earlier in the treatment of sick soldiers, but their number increased, and the abolition of the custom expensive. Forces, but they are especially after the "Valetudinaria" a large number of slaves to work for them in the fields, was established to provide medical treatment on the "Valetudinaria" build. In the Islamic world, hospitals, from the 6th century, the West Asian countries have shown great initiative to set up hospitals. There are a lot of hospitals in 1170 AD Pre-eminently the refreshment of the soul, rather than religious, medical homes, the body set up on the relief and prevention of more attention.

At the beginning of the 18th century, the social awakening of the needs and care of the sick and the poor to receive treatment in towns and cities across Europe, due to the voluntary hospitals and health resources was an attempt to give the groups of men who are putting the needs of the sick and the poor. Most of these hospitals are in use today. Nursing as a profession, the nurses were paupers, and their use became common after 1865, many times, in 1897, by the law of on the banned Hospitals, with real growth after 1860 AD. After World War II, when medical science has developed so much faster and much more. Sweden and Denmark also have excellent hospitals at that time. Of all hospital services, regardless of their origin, their system integration and built in the ruling authorities. In England, two systems,
municipalities and non-profit, private practitioners, after 1948 until 1948, based on the services of a "fee-managed hospitals exist, which served as the National Health Service Act was introduced and hospital systems were consolidated under the Ministry of Health and medical services in the country, each one of the comprehensive medical providing care.

Medical Technology and Electronic Medical Innovations, has been developing very fast in today's modern hospital, special hospital-General is expected to give high-quality care. Their origin lies in India; the concept of modern hospitals is derived from the British rule. The first hospitals in India by the East India Company and the British citizens and the development of the work of the soldiers, and was then the British colony.

After the government started to look after the civil hospitals, military hospitals In hospitals, the actual growth will moderate in 1947 and was followed by the public and many medical schools and hospitals started in 1925 in memory of the visit to India of King Edwards. Western countries, it is recognized that public health is the first step in the health care industry. The second consideration is the high technology and income, while the third and current phase of cost containment and organizational changes in the era of moral values and the fourth is that the idea of going back to the public health.

2000 AD period, it will be an era of political and health science. Due to the rapid progress in the transport and migration, the disease is not limited to the areas or the community. And hence on the basis of cultural and behavioral system, the emergence of a comprehensive inter-sectoral approach is required. Therefore, "we have seen that the hospital and its management" religious "concept" community "has been changed to and from customers, from the" people-oriented ", and scientific management, strategies and skills necessary to achieve the optimum from the available resources.

1.17. Hospital is a Service Industry:

“Services are going to move in this decade to being the front edge of the industry”
- Louis V. Gerstner. (2001)

In the service sector for the economic and marketing strategy is a new frontier. Not unexpectedly, the services and the development of developing countries, gross national product (GNP) continues to be a more important part. Health care, tourism,
entertainment, engineering services, communication, education, financial services and the nation's health and well-being are important to each of such actions. Economic growth is very much dependent on the services sector, the productivity of the services, the pace of growth will be critically important. The ability to change a service company today has become a keyword. In the wake of globalization, to create a service organization and its optimum utilization and other resources necessary to require changes to the goals, objectives, strategic planning and the ability to pursue potential corporate purpose.

Human resources are the most valuable endowment. The national economy or the physical quality of life index increased significantly in the development of education, health, skill and effective measures to be taken for the well-being of the masses affected. This is a natural way to attract the attention of the human resources available to our Medicare. Only the orientation of their potential value in the management of the development of health facilities and hospitals, but so is not affected by the opening. If hospitals were well organized, we can not deny the quantitative-cum-qualitative improvement in health care services.

New development for society patients' health care. Hospitals, the organization, provide substantial benefits to both the patient and society. This is not only a plenty of public in the world-class expertise into professional and technical expertise, with the help of modern equipment and tools in the hospital, where it is possible to apply their knowledge and expertise.

A) Services: Two people, communication, transportation to assist the student, want to share a passenger "is a thought, pleasure or pain. Succor to the needy will be defined as a human endeavor", and education is a hope for the water to feed a hungry person, the person may be suffering from medical services. In short, the "Services also manages and well-being of the people and the organization (s) to improve the performance, an action (s) is defined."
B) Its core product is usually a service, the service sector industries or companies that add classified) service industries. After the service, the company can count on: the Taj Palace hotel (lodging), Indian Airlines (Transport), Birla Sun Life (Insurance and Finance) in the Forties (health care), etc.
Sometimes when people think of service, they think only of customer service, but service may be derived service and services as products. So, hospital is considered as service industry where, for find out and treat of patients low body and recover of health well-beings. This is not for profit making public institution to make available to the society the required Medicare services. To treat patient we, full of facilities, positive attitude these are in hospital. Complete care of patient and their safety with creation of new system for patient, by doctors and their staff. Quality of the hospital depends on the services of the managements. The major aim is to give proper treatment for needy patients without any outside support. Hospital can do much of performance in additionaly. Qualification of the staff help to doctors for medical support and improvement in new world.

There are different services in every hospital. However, three categories are there in services. Currently, administration and management to the 19 hospitals is an activity to secure better output by making possible an optimum utilization of inputs. The users of the hospital services appear deep happiness with good service. Technological innovations have made possible excellence in the field of medical services.

1.17.2. Position of Hospital (Customer):

Hospital care services have many types different from the other services and products. Here, the hospital services need to search for information related to a person, I'm not sure where. He was the first member of his family, with relatives and friends. Send to a hospital, usually in patients who were older patients in the hospital. This word-of-mouth to affect the priority of the hospital, the patient indicates that the most critical. The various options available to them to ensure that there are no objective performance measures play an important role at the stage of gathering information on customer’s word of mouth. Therefore, the satisfaction of hospital patients in the past than the number of ads that can bring more patients to the hospital. In this light, the higher the pitch of the competition in the market, a company has to take all possible measures to provide consistent quality service.

1.17.3. Perspectives in Service Industry:

In India, the service industry has become more competitive. If the market for a right fashion, the speed can be increased sizeably through innovative service sector in the socio-economic transformation. We can not deny the fact that over the years the
service sector would benefit the chances of favorable weather. The following facts about the development of the service sector as a medium for the national economic development plan that would pave the capious locations are solid evidence.

1) Creation and expansion of job opportunities- If we turn our eyes to the various components of the service sector, where conditions are already planned to create an organized and systematic development trigger tremendous job.

2) An optimal utilization of resources- The use of different types of services were not found to be under the burden of the exchequer, and commonly used to prefer to use different resources.

3) Paving avenues for the formation of capital- Accelerate the rate of capital formation, and to explore the opportunities that we need to identify the most important or profitable services.

4) Increasing the standard of living- We also offer services for the masses, if the quality of the country, faculty development will prove to be productive. Increase in the standard of living, we succeeded in enriching the human resource potentials.

5) Environment friendly technology- It can also pollute the environment without generating technology service company, offering world-class services, it is clear that the run. Making it clear that the facts mentioned in the service industry service company serving customers in many ways the company can be found to make sure that employees are the most important.

1.17.4. Reasons for Growth in the Service Sector:

The world moves toward a global money planning, service is important for its sources. Many countries, a manufacturing-based economy to a service economy shift from the rapid growth of this sector, from World War II. Countries continue to shift from agricultural and industrial economic base; the demand for services continues to increase. Additional elements performance for improvement of the services, aging population, longer life

Period, leisure time, increased time pressure, high per capita income of more female workforce participation, the development of technology and the changing social and cultural values increase. The increase in demand for medical services, such as life expectancy continues to expand and the population ages. Such as nursing homes, food stores, fitness centers
and other health-related services are also positively affected by the aging of the population.

1.17.5. Hospital as Service Organization:

Personal goods or agricultural produce, rather than the producer or consumer of a service in the sense that neither the service to store, intangible and perishable. The service provider is the only service the product, but also indicates that the simultaneous broadcast of the service user. So the two of them, are an integral part of the service production and delivery system. As a ‘service’ are ascribed to the four main features:

(i) Intangibility (which is abstract and intangible)

(ii) Heterogeneity (that is, more often non-standard, it is very unstable)

(iii) Inseparability (the simultaneous production and consumption are inseparable with the participation of the producer and the consumer) and

(iv) Perishability (which can not be stored for future use)

Hospital, whether public or private sector (big or small), the psychological and physical disabled people, DRDO has a minor illness in people of different health care services and supplies. They are all social and economic sectors or all of the child and the old age of the people to provide this service to access the benefits of good health and provide opportunities for the development of the weaker section of the society diseases. They possible to reduce the influence of the type of separate modernization, and by Such as the sick and wounded in the prevention, treatment, prevention services as usual. Finally, the impact of human development, the first hospital services themselves, which in turn is an egalitarian, democratic, by maintaining the focus on the social culture, and secondly, through the development of a group of people and have deprived.

1.18 Operating Concepts / Definition:

HOSPITAL: Hospital and health of human ills and temporarily lost the restoration of a platform for the diagnosis and treatment of human beings as well. In short, it is a place where patients are treated.

DISPENSARY: Dispensary is the home of the patients examined.

CLINIC: Here is a place for the treatment of patients in the clinic.
DAY CARE CENTER: Day Care Center patients a day, is the resting place for treatment. It is a significant part of the patients can go home in the evening and spend the whole day and the name of a place to sleep.

DOCTOR: The doctor (male or female) is a person who is observed to the patient.

PATIENT: Physical and psychological well-being of a person who has not had a patient (male or female) is one.

POLY CLINIC: Poly Clinic in the treatment of patients with multi-specialist management clinic is a place available.

NURSING HOME: In addition to the house, but it's really not as much as the Mini-hospitals. Some of these are in the same specialty (gynecology, surgery, etc.) and some are multi-specialty. Nursing homes are mostly privately owned and managed by a qualified doctor. In short, it is a place where patients are managed more nurses.

NURSE: Nurse takes care of the patients, treatment and bed rest (male) of a person. She also completed a program of basic education for nurses -1965 international court qualified nurse and she is a person who has authority in the country "that defines most of the so-called Sister" "Sick of health promotion, disease prevention and care services for the nursing responsibility. Nurse managing and providing health care for patients, a member of the team.

WARD BOY: Nurses to help patients in a ward by ward boy, the doctor accepted the responsibility of a person. He is also known as 'Brother'.

PATHOLOGIST: Hospital patients' blood or urine or spitum honor a man who was one of the checkups.

PATHOLOGY SERVICES: Hospitals, or whether it is independent of the performance of the pair, is a pathological laboratory, is an important part to perform in the diagnosis and treatment of patients.

PHARMACISTS: His prescription by doctors, according to a person who dispenses the medicine is. The drug is in charge of the hospital pharmacy and drugs prescribed by doctors, and the stock of the combined use of lotions and ointments to make accurate dispensing monitored.

RECEPTIONIST AND RECEPTION: The receptionist will give you the necessary information related to the patients or the patients and the patients who kept an account of a person. Acts as the first point of a primary importance in the reception area of the hospital to deliver patients to the appropriate treatment zones.
SWEEPER: Sweeper cleans the premises of the person to a hospital or clinic.

AYYA: A woman who cleans clothes, bed sheets and patients.

LABORATORY TECHNICIANS: Laboratory Technician is responsible for the records and the means and the responsibility of seeing to check the pathologist's work on small devices, technical staff training, to help the person to allocate section.

MEDICAL ASSISTANT: Medical Assistant is a person who assists physicians in the treatment of a patient in the hospital.

GENERAL SURGEON: A person who is liable to be Surgeon General Surgeries.

GENERAL PRACTITIONER: General Practitioner is a person who will make the management of patients treated with the first one.

RADIOGRAPHER: Keeping registers of the radiographer, X-ray for the smooth working of the Department, under the supervision of the radiologist, responsibility, and films, and the factors that govern the safe custody of the check.

DIETITIANS: (He / she) is in charge of the kitchen to feed and need special diets for patients with diabetes monitors, or renal, gastric disorders, or other person.

CATERING OFFICERS: Catering officer, perhaps a hotel, purveying the commercial aspects of foods for many years to a person, who has been training (men / women), is. The patients and staff responsible for serving the food quality and palatability, but he should take the advice of an expert in regard to its calorific value and vitamin content.

NURSING STATION: This is the nerve center of the ward units and keeps watch on as many patients as possible, so that the nurses can not be too far-fetched that the patient should be referred to.

CLINICAL LABORATORIES: The primary function of clinical laboratories in the making, confirming diagnoses, and treatment and prevention of diseases to help the medical staff in the bacteriology, biochemistry, histology, serology, hematology and cytology laboratory test carried out in 6 major areas.

PHARMACY: According to the hospital formulary, making the availability of all drugs and pharmaceuticals to patient care means: the right drug in the right dose of the formulation and (a good proportion of the benefit of safe and effective).

HOUSEKEEPING: Housekeeping staff will help in keeping the hospital clean and tidy. Many of them, indirect contact with patients. Patients whose activities contribute directly to the comfort and peace of mind are also important for their services from.
SECURITY: There are many branches of the role and work of the security department, patients, attendants and visitors will need to change their attitudes. They are the custodians of the only security, but also the responsibility of contributing to the patient’s welfare and happiness, in may be indirectly in many ways.

FOOD AND BEVERAGE: Now a days, a common and necessary practice in a hospital, the patients and their attendants to serve food and drinks. Efficient food and beverage service will greatly increase the amount of services the hospital offers.

AYURVEDA: Indian medical branch Ayurveda Vata-Pitta-cough believing.

ALLOPATHY: Allopathy attribute to the (anti) is a branch of medicine, who thinks the opposite.

HOMOEOPATHY: Similia similubus curenter principle of homeopathy is a branch of medicine that treats.

NATUROPATHY: With a natural source of naturopathic medicine is a branch of medicine that treats.

ELECTROPATHY: Electropathy Electro / galvanic current is the branch of medicine that treats with.

ACCUPUNCTURE AND ACCUPRESSURE: It is a branch of medicine that originated from China. Pressing a particular point on the body of the patient in the treatment of puncturing.

UNANI AND SIDHHA: It is a pack of herbal medicine and the Quran and Arabic countries and dinners with the principle of which is derived from a branch of medicine. Pathies between the different systems, the researcher is concentrated in allopathic system of private hospitals for this study.

1.19. H R M System in regular:

This type is a combination of certain components forming a unitary whole. The system view of organization gives a complete picture of the organization as it considers the organization in its totality. Human resource management may be viewed as a system which transforms personnel (i.e. inputs) in to productive human resources (i.e. output). In this process, it activates various subsystems such as employment, training and development, compensation, maintenance, personnel research etc. These subsystems operate within the frame work of environment provided by other subsystems of organization as
1.19.1. HRM System:

This system has adapt to changes in other organizational subsystems and external environment of the organization. Thus, human resource system must be an open and dynamic system if it has to achieve its objectives which include productivity, quality of life and readiness to change. -

1Economics
2Technology Market
3International
4Socio-culture
5Political and
6Government

Human resource management systems are the essential program needed to recruit, appraise, pay and sees the medical, care and well-being to the staffs in the organization. The main keys are:-

i) Recruitment Management.
ii) Information Management.
iii) Training Management.
iv) Performance Management.
v) Reward Management.
vi) Health and safety Management.
vii) Discipline Management.
viii) Culture Management.

Human resource management improving good performance of related organization with their well quality and permanent development. Individual better performance is a main attempt and make away of many other sources. Perfect man power decision and its good use is a diplomatic atemt. The aspects and power of this system make able for sources to provide and handle patients effectively in hospitals or organizations.

1.19.2. Shifting Dimensions of Human Resource:

Human resource management, popularly known as HRM, is not only rediscovering its role and relevance to match the emerging situation, but also gaining new ground in relation to other functions of enterprise management.
When we trace back the different areas of economy, we had the era of Hand-based economy, starting with craft-based economy that transformed itself into machine-based economy after the advent of industrial revolution. This was followed by what we may name as Head-based economy, starting with information-based economy that eventually graduated to knowledge-based economy. This is now being further followed by what we may call Heart-based economy, starting with human resource-based economy further maturing into people-based economy. The people-based economy pivots on human capital in contra-distinction to human resource.

In the current frenetic age, the most valued discovery is “PEOPLE”. Now people are treated as human capital as much as other types of capital. The simple equation for performance is people plus resources give rise to results.

Organizations’ being economic as well as social constructs and contrivances, it is the human value that posits and accounts for creation of valuable outcomes flowing to the society. Needless to say, this needs to be strategies and harnessed by all organizations, regardless of size, scope, shape, structure or nature.

1.19.3. Traditional Concept and New Concept:

1. Task performance Task innovation
2. Relationship development People management
3. Focus on recognition Focus on anchoring business process
4. Regulatory role Proactive role
5. Compliance oriented support function Business partnering key function
6. Single department multiple department
7. Micro role Macro role
8. Product base Customer base
9. Focus on organization Focus on business
10. Single expertise multiple expertise
11. Task focus Business focus
12. Operational issue Strategic issue
13. Stability Content change
14. Quantitative measure Qualitative measure
15. Manage the people-work as an administrator
16. Business partner-work as a consultant
17. Focus on close economy Focus on open economy
18. Target on domestic market Target on global market.

1.19.4. Human Resource Approach:

The human resource approach is developmental. It is concerned with the employee expansion and improvement towards positive and high level of aim. This approach is supportive. It helps the employees become better, more responsible persons and after that atmospher become healthy in their working area conditions. The work satisfaction also will be a direct result when employees make fuller use of their abilities. It is some what illustrated by this ancients proverb: “Give a person a fish, and you feed that person a day”- “Teach a person how to catch a fish, and you feed that person for life”.

1.19.5. Need for Human Resource Management:

These services are known by organizations to the people better. All the type of changes must be made through this service in the world. There are clear many indications for organizations to finding improvement, to difficult ot manage the constant financial condition for customer satisfaction and global competition. Guaranty is essential for the customer understanding and satisfaction. HR functions are related with all the related sides of organization and its area, carrying out job analysis, planning to meet their requirement, providing training facilities and implementing organizational development program. Further, human resource management facilities employee growth and design, and implementation of compensation system for all employees.

1.19.6. Human Resource Management in the New Era:

Personal management included traditional theame but HR is modern condition in new improvement. Achievement of organization mainly conserved with man power management. The willingness with which they work and the commitment they exhibit towards the organization determine the competitive edge of an organization in the market the firm may have the best of resources at its head quarters but these resources cannot be utilized effectively without using human power.

There is an improving understanding for services are main role for human resource defining an organization’s cutting edge. Today’s competitive business climate present the human resource management function with a number of important challenges and opportunities- dramatic advances in technology, new forms of
employment and focus on cost-cutting necessities concomitant modifications in recruitment, selection, training, appraisals, rewards and other human resource practices.

In 1940s work was expected to be serious and laughter was taboo. A plant manager lost his job because he was caught smiling. Those were the days when for filling up the vacancies the notice would be “Hands wanted” and the manager or foreman would tell workers that he was not paid to think but paid to work. Now, we can see a lot of change in their thinking. We see the notice for filling up vacancies saying “nice, charming personalities are required” and provide facilities for recreation in the work area to release the stress among the employees while at work.

The liberalization policy and competition with a growing number of multinationals have put important engagement responsibility on the human resource function for train the nurture their employees to complete with foreign firms in skills, efficiency and effectiveness.

1.20 Conclusion:

There are some problems to provide good services of human resources in health services. In work force services, there are much need of research and new ideas for developing health care services. Better HR management strategy make good effects in to the health services, from good results and are required to obtain access to health care throughout the world.

Organizations were focused and the works of people into the organization were provided well guidance by Human resource management. This is also working as managers. HRM hire is an organizational part which deals with related issues.

Human resource management trust that men are essential part of any organization and other related aspects. To earn these types of climate it has to work on good virtues of free mindedness for communication with the staff and related events. Human resource management is one of the several organizational processes evolved to maintain the organization at its effectively best. It is a focus on “Development” rather than “Control.”

The importance of human resource management is now being increasingly realized in the entire service in local and health service (Hospital) into the related financial light. In hospital organization Understanding is important because it avoid complexity into it. There are many time happens that doctors took relevant people and
train them with motivating and morally helping, there are not a serious problem to make changes in social climate, value and norms, changes are also seen in the employees who join the private hospital organizations today.

Private hospitals are both rural and urban based and labour oriented. They are recruiting educated and un-educated, skilled and un-skilled, male and female, young and old person for carrying the health service. Quality of work depends among other things on the type of person doing the job and his skill, knowledge and interest in the job and therefore right man is to be placed for right job, whether it is medical or paramedical, technical or official. Total success of work in the concern hospital depends on the type of people employed and full use of human resources.