

A STUDY ON EFFECTIVENESS OF INDUCTION PROGRAMME AMONG EMPLOYEES, IN ONE OF THE MULTISPECIALITY HOSPITAL IN HYDERABAD

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Abstract: Induction programme is an initial interaction with the newly joined employees. The initial interaction and relationship the organisation develops with the new employees decides on the future accomplishment and responsibility. The induction programme should be planned systematically, methodically and meticulously to make the new recruits to fit in the organisation. The importance of well-planned induction programme helps in moulding the new entrants to the policies of the organisation. The induction programme is an ideal occasion for the manager to influence the candidates positively and to get maximum productivity. This paper scrutinize the effectiveness of induction programme in the selected hospital. A checklist was framed and data was collected from the induction feedback forms of that hospital in order to study the effectiveness on the induction programme. The expected outcome of this paper is the improvement in already existing programme and framing new techniques to increase the effectiveness. The findings are also expected to pave the way for future research work.

Keywords: Induction programme, New employees, Hospital, Orientation, Interaction.

1. INTRODUCTION

1.1 Definition:

According to Michael Armstrong, "Induction is the process of receiving and welcoming an employee when he first joins a company and giving him the basic information he needs to settle down quickly and happily and start work".

1.2 Need for Induction Programme:

Induction programme is the familiarizing the new recruits to the organisation policies that make the employee productive in short span of time. The need of induction programme comprises several aspects which is listed below,

- a) Proper induction and orientation to any job position is one among the rights of the employees.
- b) Induction programme helps the employees rapidly fit into the job role and into the work team.
- c) It helps the employee understand the standard of working.
- d) By induction programme employees understands the organisations policies and procedures.
- e) It helps the new entrants understand the line of authority in the organisation.

The objectives of the study includes,

- 1) To study the effectiveness of the induction programme among the employees in the selected hospital.
- 2) To find out extend of perception of current induction programme.
- 3) To suggest measures to improve the existing induction programme.

2. LITERATURE REVIEW

According to Conner (1991) A firm's resources encompass all input factors both tangible and intangible, human and non-human, which are owned or controlled by the firm and that enter into the production of goods and services to satisfy human wants.

According to: A survey by Ralph and Stephan (1986) of the Fortune 500 firm provides information about evaluation method which indicates that most evaluations (86 per cent) consists of trainee reactions are important, there is evidence which indicates that positive feelings do not appropriate level of learning has occurred. Relating few efforts are made to collect information concerning performance changes by means of follow-up on the job.

According to Pfeiffer (1998) training, job rotation and such other practices help people to work smarter. High commitment to work also saves direct and indirect cost of labor. He also presents that trained, multi-skilled and self-managed, motivated employees save on a variety of administrative cost including the cost of management.

According to: Arvind K. Sharma (1979) studied management development in British Public Enterprise. The study covered British Railway Board, British Steel Corporation, Electrical Supply Industry, national Coal Board and Post office. The study examined the management development in terms of the entrants, on the job training, in company training and role of external institutions in management development.

3. METHODOLOGY

This is an exploratory research that aims on the employees of the selected hospital and the effectiveness of the induction programme in the hospital. The simple random sampling is used in order to collect data. About 1000 employees were present in the hospital and by considering the Morgan's table with 95% confidence and 3.5% of error, 400 data was collected. For this purpose a checklist has been designed, making sure that the data collected do justice to what the researcher is trying to find and to provide the direction and shape of the research. Accordingly the checklist is divided into three parts. The first part composed of the respondents departments. The second part composed of status of the induction programme and the third part composed of the feedback scales of the sessions in induction programme.

4. ANALYSIS

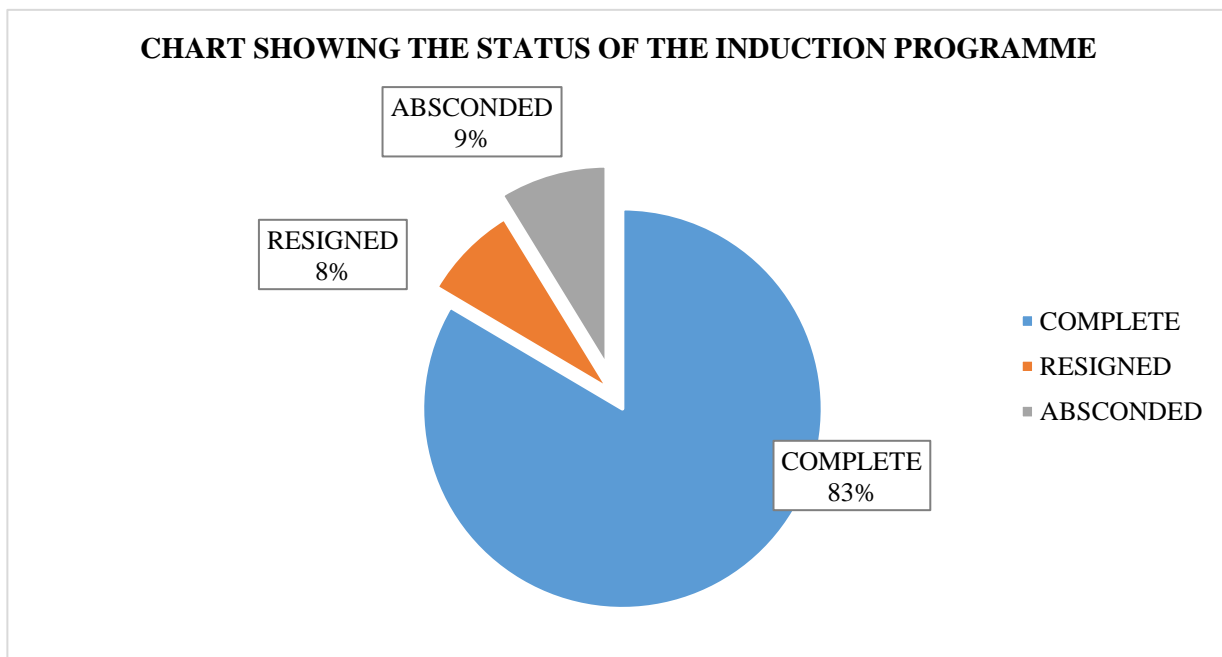


Chart – 1 Chart showing the status of Induction programme

The above chart shows the status of the induction programme, complete - the employees who successfully completed the induction programme. Absconded, Resigned - the employees who did not complete the induction programme.

Table – 1 Showing the correlation between the Pre-test and Post-test scores.

Correlations

		PRETESTSCORE	POSTTESTSCORE
PRETESTSCORE	Pearson Correlation	1	.186**
	Sig. (2-tailed)		.001
	N	334	334
POSTTESTSCORE	Pearson Correlation	.186**	1
	Sig. (2-tailed)	.001	
	N	334	334

** . Correlation is significant at the 0.01 level (2-tailed).

H0: There is no correlation between the Pre-test score and Post-test score.

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From the above table, the p value is .001, the significant value is .05, hence we reject the H0 and accept H1. Thus, and we prove that there is correlation between Pre-test score and Post-test score.

Table 2 - Showing the difference between gender and the status of induction programme.

ANOVA

STATUS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.176	1	.176	.483	.488
Within Groups	145.321	398	.365		
Total	145.498	399			

H0: There is no difference between the gender and the status of induction programme.

H0: There is difference between the gender and the status of induction programme.

From the above table, the significant value is .488, the significant value is .05, hence we reject the H1 and accept H0. Thus, and we prove that there is no difference between the gender and the status of induction programme.

5. MAJOR FINDINGS & RECOMMENDATIONS

- 1) The employees in the selected hospital has gained proper induction and orientation which is evident from the Post-test scores.
- 2) The employees suggested to make the induction session more interactive.
- 3) The employees agreed that induction programmed makes them familiar to the policies and procedures of the organisation.

The recommendations include,

- 1) The induction training for the new entrants should be planned within 15 days of date of joining.
- 2) The induction sessions on specific topics should be made more interactive.
- 3) New updated policies, laws should be included accordingly in the respective induction sessions.

6. CONCLUSION

Briefly, induction programme makes the employees get familiarized with the policies and protocols of the organisation. The initial contact which the employee develops at the time of induction will have effect on the future actions of the employees. Therefore the induction programme should refined accordingly and implemented effectively.

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