

Study of Training and Development Process and Its Impact on Performance of Healthcare Professionals with Reference to Apollo Hospitals, Navi Mumbai

Dr. Priyanka S. Mahale and Prof. Suziya Khan

Jhulelal Institute of Technology, Nagpur, India

Abstract: *Training and development are some of the major issues in every organization. The present study focuses to find out the impact of training and development on healthcare worker's performance. We received data of 50 numbers of employees as a sample by using convenient sampling at Apollo Hospital, Navi Mumbai. Data was collected through a standard questionnaire and analyzed by reliability, descriptive, linear regression and correlation coefficient using Microsoft Excel. Results show a positive relationship between training and development and employee performance.*

Keywords: Training & Development, Healthcare Professionals, Employee Performance, Hospital (Primary Healthcare Unit), Work Motivation

I. INTRODUCTION

In this research, an evaluation method was designed that integrated the main variables that intervene the quality of care. an outline questionnaire was utilized for collecting opinions on the effects of training and development program. a total of 50 nurses participated in the program and all of them were asked to complete the questionnaire. an exploratory, quantitative and quantitative analysis was under taken and results showed that there is a direct relationship between perceptions about satisfaction, professional competence, training modality and optimization

II. LITERATURE REVIEW

The impact of training informal health care providers in India: A randomized controlled trial (JISHNU DAS, ABHIJIT CHOWDHURY, RESHMAAN HUSSAM, AND ABHIJIT V. BANERJEE Authors Info & Affiliations; 7 Oct 2016; Vol 354, Issue 6308)

A randomized controlled trial was conducted to evaluate the impact of a multitopic training program for informal providers in the Indian state of West Bengal. In conclusion, the findings suggest that multitopic medical training can offer an effective short-run strategy to improve health care provision and complement critical investments in the quality of public care in rural India.

Maximizing the Impact of Training Initiatives for Health Professionals in Low-Income Countries: Frameworks, Challenges, and Best Practices (Corrado Cancedda, Paul E. Farmer, Vanessa Kerry, Tej Nuthulaganti, Kirstin W. Scott, Eric Goosby, Agnes Binagwaho; Published: June 16, 2015)

The new framework outlined in this article prioritizes country ownership, funding flexibility, the acquisition of competencies, institutional capacity building, and long-term sustainability. By adopting this framework, future programs can meaningfully address the workforce shortage that has plagued the poorest countries in the world for too long.

The Impact of Training in Transgender Care on Healthcare Providers Competence and Confidence: A Cross-Sectional Survey (by Aisa Burgwal ORCID, Natia Gvianishvili, Vierge Hård

Julia Kata, Isidro García Nieto ORCID, Calorre, Adam Smiley, Jelena Vidić and Joz Motmans, ORCID; 4 May 2021 / Revised: 22 July 2021 / Accepted: 24 July 2021 / Published: 30 July 2021)

The study provides strong support for the use of training to improve healthcare conditions for transgender individuals and underscores the need for further research to address this population's healthcare needs.

Impact of training on Nigerian healthcare professional's knowledge and practice of pharma covigilance (Authors: Osakwe, Adeline | Oreagba, Ibrahim; | Adewunmi, Adebowale J. | Adekoya, Abisola | Fajolu, Iretiola)

The knowledge and practice of pharmacovigilance among healthcare professionals in Nigeria was still below average. The main challenges faced in reporting and detecting ADRs were a lack of awareness, poor communication, lack of continuity in training, and poor funding.

Impact of training on emergency resuscitation skills: Impact on Millennium Development Goals (MDGs) 4 and 5 [Author links open overlay panelA. MetinGülmezoglu MD, PhD (Coordinator), Theresa A. Lawrie MBBCh, PhD (Specialist Scientist)]

The Millennium Development Goals (MDGs) were established in 2000 to combat poverty and underdevelopment on a global scale. Emergency resuscitation training is essential for health-care practitioners at all levels to improve their skills and ensure skill retention through regular refresher sessions

2.1 OBJECTIVES

- To understand training and development process of Apollo hospital.
- To study the perception of employees with respect to training and development process.
- To determine the impact of training and development process on employee's performance.
- To suggest measures to improve training and development process at Apollo hospital.

2.2 HYPOTHESIS

There is a positive relationship between training and development process and employee performance at Apollo hospital.

III. RESEARCH METHODOLOGY:

COLLECTION OF DATA:

Primary – 1. Informal interviews of healthcare practitioners

Survey form distributed to target populationSecondary– 1. Data collected from internet, magazines etc.

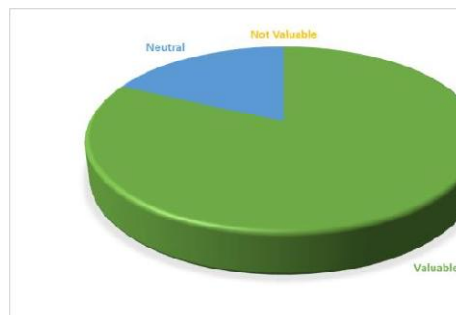
SAMPLE SIZE: 50

STATISTICAL TOOLS: Microsoft Excel, Google forms

IV. ANALYSIS & INTERPRETATION

How valuable do you find the training and development opportunities provided by your organization?

Valuable	41
Neutral	9
Not Valuable	0



The information provided suggests that a sample of healthcare professionals received different types of training, with 41 professionals reporting that the training they received was valuable, and 9 professionals reporting that the training they received was neutral.

Have you noticed any improvements in your clinical skills or patient outcomes as a result of training and development?

Yes	44
No	6



The data provided suggests that out of a sample of 50 healthcare professionals, 44 noticed improvements in their clinical skills or patient outcomes as a result of training and development. This is a significant majority of the sample size and highlights the potential benefits of investing in training and development programs for healthcare professionals

Have you seen any positive changes in your workplace culture or collaboration with colleagues as a result of training or evaluation initiatives?

Yes	46
No	4



The data provided indicates that out of a sample of 50 nurses, 46 have seen positive changes in their workplace culture or collaboration with colleagues as a result of training or evaluation initiatives. This suggests that training and evaluation programs have a positive impact not only on individual job performance but also on the broader work environment.

V. CONCLUSION

The data provided suggests that the frequency of training among healthcare professionals varies, and while monthly training may provide more opportunities to stay up-to-date with the latest advancements, the quality and relevance of the training are crucial factors in effectiveness. Hence, our hypothesis **“There is a positive relationship between training and development process and employee performance at Apollo hospital”** is found to be true.

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