



OPEN ACCESS

Volume: 5

Issue: 2

Month: April

Year: 2026

ISSN: 2583-7117

Published: 30.04.2026

Citation:

Durga Singh, Prof. (Dr) N K Shrivastava "A Study of Human Resource Management Strategies With reference to Modern Training Programs in Selected Hospitals of Bhopal" International Journal of Innovations in Science Engineering and Management, vol. 5, no. 2, 2026, pp. 131-138

DOI:

10.69968/ijsem.2026v5i2131-138



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A Study of Human Resource Management Strategies With reference to Modern Training Programs in Selected Hospitals of Bhopal

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Abstract

This research study is an attempt to identify and compare the various modern and contemporary training programs offered in Government and Private hospitals in Bhopal, Madhya Pradesh. The research paper mainly focuses on training programs which comes under the ages of human resource management strategies, like professional development programs, specialized and quality programs, support and ancillary staff training programs, management and administrative training programs, specialized allied health training programs, and simulation based clinical skills training programs etc. This research problem refers to some exertion which researcher experiences in a practical situation and wants to attain a solution for the same. In this research, the components of the research are the variables that contribute to medicos' perception towards modern training practices in hospitals. Research problem has been aligned and targeted with best suited research objectives and hypotheses that are framed to make it more appropriate in nature to bring out an ultimate solution to the prevailing issues. Research design for this study comprises of sample from the tehsils belong to Bhopal, Doctors and medical professionals working in government and private hospitals, a well-structured questionnaire has been formulated to get the views of the medicos.

Keywords; *Medicos' perception, specialized and quality programs, support and ancillary staff training programs, specialized allied health training programs.*

INTRODUCTION

The modern training and development program for medical professionals focuses on continuous learning, leveraging technology, and enhancing collaboration. Implement interactive online courses covering the latest medical advances, treatment protocols, and evidence-based practices. This allows professionals to learn at their own pace. Utilize high-fidelity simulations for clinical skills, decision-making, and emergency response scenarios. This hands-on approach enhances practical skills in a safe environment. Foster teamwork through collaborative workshops that involve various healthcare disciplines. This encourages holistic patient care and improves communication skills. Pair experienced professionals with newcomers to provide guidance, share insights, and support professional growth, fostering a culture of learning. Educate on telemedicine technologies and best practices, preparing professionals for remote patient interaction and care. Incorporate assessments to evaluate knowledge retention and practical skills, providing constructive feedback for continuous improvement.

Professional development programs for medical professionals aim to enhance clinical expertise, leadership, research skills, and career growth. These programs cater to various stages of a medical career, from residency to executive leadership. Early-career initiatives like the Excellence in Clinical Endocrinology Leadership (ExCEL) offered by the Endocrine Society focus on mentoring, communication, and professional networking.

Mid-career programs such as the *Clinician Leadership Program* by Harvard Medical School and the *Leadership Development for Physicians in Academic Medical Centers* by the Harvard T.H. Chan School of Public Health emphasize leadership, strategic management, and decision-making in healthcare systems. For senior physicians aspiring to administrative roles, executive programs like Emory University's *Chief Medical Officer Program* provide comprehensive training in healthcare strategy, operations, and innovation. In addition, continuous medical education (CME) courses, online workshops, and global conferences support clinical skill advancement and research competency. Many institutions also offer tailored professional development in areas like healthcare technology, quality improvement, and patient safety. Together, these programs foster lifelong learning, empower physicians to adapt to evolving healthcare challenges, and promote excellence in both patient care and organizational leadership.

Specialized and quality programs for medical professionals are essential to enhance skills and ensure updated knowledge in the rapidly evolving healthcare landscape. These programs include advanced certifications, fellowships, and continuing medical education (CME) opportunities across various specialties such as cardiology, oncology, and emergency medicine. Many institutions offer tailored workshops, online modules, and hands-on simulations that focus on the latest techniques, technologies, and treatment protocols. Programs like the American Heart Association's Advanced Cardiovascular Life Support (ACLS) and the American College of Healthcare Executives (ACHE) certifications are widely recognized for their rigorous standards. In addition, mentorship programs and collaborative training initiatives foster professional growth and networking among peers, enhancing interdisciplinary understanding and patient care. Evidence-based medicine and research-oriented training are crucial components that encourage medical professionals to remain abreast of clinical guidelines and innovative therapies. Local and international conferences also provide a platform for knowledge exchange and discussion of best practices.

Training programs for support and ancillary staff in medical settings are vital for fostering efficient healthcare delivery. These programs should focus on enhancing technical skills, patient interaction, and compliance with health regulations. New hires should receive comprehensive orientation sessions covering hospital policies, patient privacy laws, and basic medical terminology. Skill development workshops can focus on specific tasks, such as

medical coding, laboratory techniques, or IT systems. Staff should be trained in effective communication, empathy, and conflict resolution to improve patient interactions and satisfaction. Regular training on regulations such as HIPAA, OSHA, and infection control protocols is essential to ensure compliance and promote a safe environment. Programs should encourage teamwork by facilitating sessions where ancillary staff can work alongside medical professionals to understand workflows and improve coordination. Ongoing education opportunities help staff stay updated on medical advancements and best practices.

REVIEW OF LITERATURE

Negt, Philip & Haunschild, Axel. (2023) Evidence-based HR choices have been a popular issue recently. HRM researchers have found a gap between theory and practice and provided solutions. It is unclear how much this gap is supported philosophically and experimentally. Thus, we conducted a scoping review of the existing research environment based on a thorough literature search and publication eligibility criteria. It was our intention to look at the gap's causes and consequences in addition to the variables that went into creating it.

Stamenkova, Liljana et al., (2023) Many problems have arisen in human resource management throughout the last three years, with the emergence of the Corona virus being the primary cause of these problems. This is the main reason why we are doing this research, which aims to look at what's new in HRM (human resource management). Every single organization on every single continent has felt the effects of the COVID-19. Managers and practitioners of human resource management (HRM) are worried that the pandemic has made their internal and external environments more difficult and very challenging for the firms. They must, therefore, devise novel approaches to aid their staff in efficiently handling this unprecedented problem. This study examines how the global coronavirus epidemic has altered modern firms' HR management strategies and practices. This essay examines recent HRM advancements from workers' perspectives. Structured surveys, induction, deduction, and generalization are used.

Katangchol, Suchart et al., (2023) This article set out to do two things: (1) investigate HRM's foundations and (2) design an HRM model to assist modern firms succeed by improving HRM processes. The investigation's findings demonstrated that the struggle for human potential had escalated to a competitive warfare level. Human resource management entails preparing for human resources,

recruiting suitable candidates, offering them chances for continuous professional growth, assessing their performance, paying them a fair wage, and keeping them on staff. These activities help organizations make the most of their employees' abilities and knowledge to achieve their goals and objectives. To increase organizational efficiency in the new normal, it will be crucial to recruit, train, and retain employees with diverse backgrounds, perspectives, expertise, and experiences. Today, and especially in this age of the new normal, the biggest challenge for managers is ensuring that their companies' human resources are managed effectively. This is because an organization's human resources department is crucial to its overall performance.

Khalailih, Rania & A. Mjlae, Salameh. (2023) Management of human resources (HRM) has become an integral part of modern empirical research. Examining how several critical human resource management practices affect worker productivity is the driving force for this study. HRM includes workforce planning, hiring, development, performance reviews, and remuneration. One hundred fifty people filled out the survey that was administered to employees at Jordan's Al-Balqa Applied University as part of the study. Data was collected via self-administered questionnaires, and the paper used a quantitative research approach to achieve the study's aims. The principal analysis was done using SPSS. The findings show that the company has a good human resource management system that emphasizes training and development. But, if the educational institution wants to attain excellence and boost employee productivity, a change in HRM approaches is necessary, according to the study. As a result, HR should always be working to implement at least one 35 university strategy, and legitimate HR practices should be chosen in accordance with these strategies.

Bhadana, Jyoti et al., (2022) In modern, fast-paced organizations, the idea of maintaining a good work-life balance is gaining ground. Government agencies, academic institutions, and HR experts are all taking an interest in the idea of work-life balance as a means to boost morale, increase retention rates, and equip businesses with resources to help their employees strike a better balance between their professional and personal lives. Negative exposure to an unpleasant work environment may have an adverse effect on workers' mental and physical health. Many organizations considered anxiety a sign of weakness. This study examined how gender, employment level, and marital status affect academics' work-life balance (WLB) and organizational work environment

OBJECTIVE OF THE STUDY

1. To study the differences between modern training and development programs in Government and Private hospitals.
2. To assess the views and perception among the medical profession towards the modern training and development programs.

HYPOTHESIS

- H₀₁ There is much difference among the modern training programs in Government and Private hospitals.
- H_{a1} There is less difference among the modern training programs in Government and Private hospitals.

RESEARCH METHODOLOGY

Data Collections

The data for present study have been collected from both– primary and secondary sources. This present study is based on descriptive and empirical research design, led by survey method to study employee's perception and awareness about different types of training programs in Government and Private hospitals. The primary data have been collected by interview from the respondents through a well-structured questionnaire; consisting of multiple option questions (objective type), to complete this research study.

Tools Applied

A well-structured questionnaire, consisting three sections, namely- A, B and C; having multiple option questions, it has been developed in English to know the views through survey among the respondents. The researcher has tried to the questions in the questionnaire closely with the objectives and hypothesis of this research study so that outcomes of the study should be analyzed for the said purpose. The Likert Scale was chosen and adopted as the survey instrument in the questionnaire, as follows-

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

Details of sample Size

Total 200 hundred respondents, 50 from each hospital have been taken for the research study from the below mentioned table.

S.No	Govt. Hospital	Private Hospital
1	Hamidiya Hospital	Chirayu Hospital

2	Bhopal Memorial Hospital	Peoples' Hospital
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Table 1: The profile of the respondents of Bhopal on the basis of demographic factors

Demographic Factor	Data	Frequency (200)	Percentage
Gender	Male	119	59.5
	Female	81	40.5

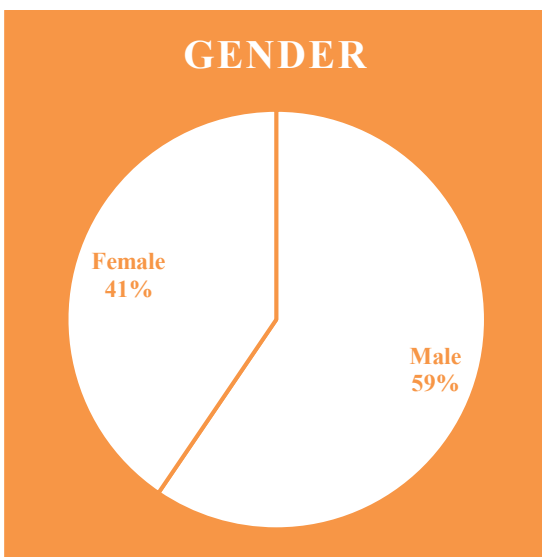


Figure 5.1 classification of the respondents on the basis of Gender.

The first demographic factor found the details of the respondents on the basis of gender status that belongs to consolidated profile of the respondents in Government and private hospitals. In which it has 119, (59.50%) male out of 200 and 81 respondents (40.50%) female.

Demographic Factor	Data	Frequency (200)	Percentage
Age	30 & Below	58	29
	31-40	64	32
	41-50	40	20
	Above 51	38	19

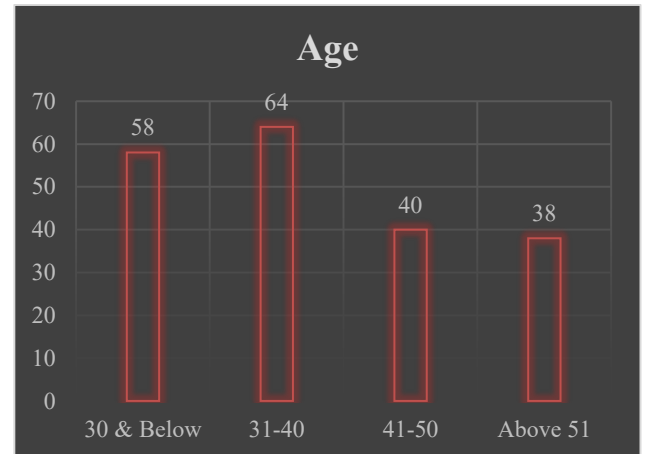


Figure 1: Espondents' age group classification

The sample size of the respondents for age group variable constitutes four categories - in which 30 and below category has 58 respondents (29 %), 31-40 years old category has 64 respondents (32%), 41-50 years old category has 40 respondents (20 %), and 51 & above years old category has 38 respondents (19%).

Demographic Factor	Data	Frequency (200)	Percentage
Designation	Top Level	34	17
	Middle Level	65	32.5
	Lower Level	101	50.5

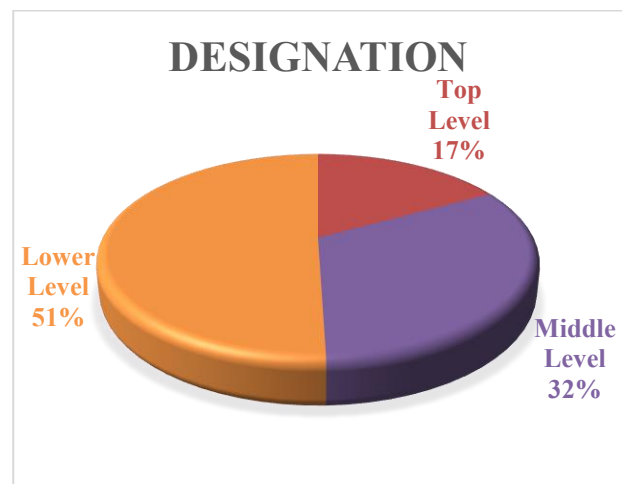


Figure 2: Classification of the respondents on the basis of Designation.

To reduce the ambiguity in the results pertaining to designation and to maintain the uniformity of findings the classification regarding designation and its level of respondents have been broadly categorized as lower-level employees, middle level employees and top-level employees. Whereas 34 respondents (17%) are top level employees, 65 respondents (32.5%) are middle level employees and 101 respondents (50.5%) are lower-level employees.

Demographic Factor	Data	Frequency (200)	Percentage
Qualification	Graduate	119	59.5
	Post Graduate	48	24
	Professional	33	16.5

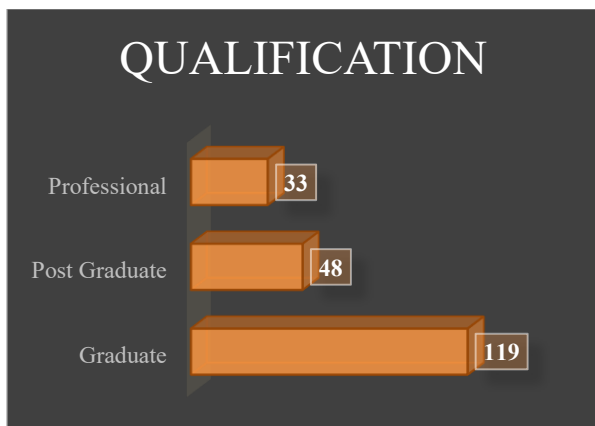


Figure 3: Classification of the respondents on the educational level.

Another variable in demographic classification of Government and Private hospital respondents is level of education of respondents. It was categorized as graduate, post graduate and professionals. They are respectively 119 (59.5%), 48 (24%), 33 (16.5%).

Demographic Factor	Data	Frequency (200)	Percentage
Work Experience	5 years and below	62	31
	6-10 years	69	34.5
	11-15 years	33	16.5

	16 years and more	36	18
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Figure 4: Classification of the respondents on the basis of work experience.

The variable in demographic classification of Government and private hospitals, work experience of respondents. It was categorized as 5 years and below, 6–10 Years, 11–15 Years, and 16 Years and more. They are respectively 62 (31%), 69(34.5%), 33 (16.5%), and 36 (18%).

Demographic Factor	Data	Frequency (200)	Percentage
Monthly Income	Less than 50000	133	66.5
	More than 50000	67	33.5

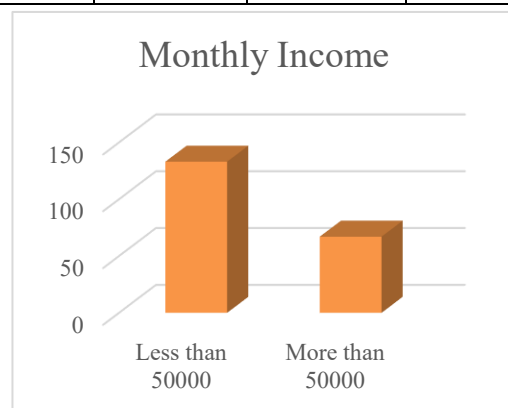


Figure 5: classification of the respondents on the basis of annual income, Consolidate Profile.

This variable is monthly income of the respondents. They are categorized as- less than 50000/- and more than 50000/-respondents lie under first category, 133 respondents (66.5%) and under second category, 67 respondents (33.5%).

Testing of Research Hypothesis

H_{o1} There is much difference among the modern training programs in Government and Private hospitals.

H_{a1} There is less difference among the modern training programs in Government and Private hospitals.

The linear regression was used to test the research hypothesis. Regression analysis was conducted through SPSS version 21.0 and the significance of the coefficients and t-values were examined in order to accept or reject the hypotheses. We have t-value is significant when the calculated value of t is more than the table value of $t = 2.58$ based on two-tailed test for $p < 0.01$.

Table, below presents the regression estimation for difference in among the modern training programs in human resource management strategies prevailing in government and private hospitals in Bhopal. The study considered, Simulation Based Clinical Skills Training Programs (22), Specialized Allied Health Training Programs (23) Management and Administrative Training Programs (24), Support and Ancillary Staff Training Programs (25), Specialized and Quality Programs (26), as independent variables and differences among the modern training programs in government and private hospitals (28) as a dependent variable from the survey questionnaire. The numbers used with variables in the brackets denotes the question's coding in questionnaire of "section C". As seen in the table below, the statement is statistically not significant because calculated value of t is less than the table value ($t\text{-value} = 0.38$, $p > 0.01$). **Thus, we reject the alternative hypothesis and accept the null one i.e. there is less difference among the modern training programs in Government and Private hospitals.**

Regression estimation for differences among the Modern training Programs in Hospitals of Bhopal

Note: *t-value is significant for $p < 0.01$

Independent Variables	Standardized Coefficients (Beta)	t-value	Sig.
Constant		0.38**	.14
Simulation Based Clinical Skills Training Programs (22)	.06		
Specialized and Quality Programs (26)	-.05		
Support and Ancillary Staff Training Programs (25)	-.32		
Management and Administrative Training Programs (24)	.12		
Specialized Allied Health Training Programs (23)	.02		

Note: ** t-value is not significant for $p < 0.01$

FINDINGS AND CONCLUSION

The research study has thrown the light on the broader findings which are as follow: The Study has considered 200 sample size from the four major hospitals of Bhopal, two from government and two from private hospitals. This study has covered to find the difference between modern training programs. Data collected from the respondent revealed that there is no major difference among the modern training programs prevailing in the environment. Research study considered the modern training programs namely, Simulation Based Clinical Skills Training Programs, Specialized and Quality Programs, Support and Ancillary Staff Training Programs, Management and Administrative Training Programs and Specialized Allied Health Training Programs. The overall findings towards these training programs from the respondents found that both categories of the hospitals have less difference in these training programs. 119 male (59.50%) and 81 (40.5%) female respondents who shared their views and perception about the modern training programs in hospitals belong to Government and private hospitals. Research study found the majority of the respondents who belong to the age group of 31 to 40 years (32%) and 41-50 years (20%) and age group 51 years and above got the least numbers with 89 (19%) among all. The study divulges that respondents have awareness about the modern training programs in hospital industry. The next demographic factor revealed about the views and perception

of the respondents. In which top-level health professionals have shown lesser interest to share their views appropriately. Research study also found about the views of the respondents that belong to the varied educational background i.e. Graduate, Post graduate, and Professionals, graduate got maximum numbers 119, (59.5%) Whereas Professionals got only 33, (16.5%). The overall study was carried out to assess the level of awareness and perception towards modern training programs in Hospitals industry. Study targeted through number of questions, variables and factors to concern with different methods of modern training programs.

CONCLUSION.

The current research study focused on the well-known and well-established government and private hospitals of the Bhopal city of Madhya Pradesh. The primal of the study was to find out the difference among modern training programs prevailing in Government and private hospitals, However, study found very less differences in these programs. Study could be more vibrant if some more hospitals have been indulged from both the sectors. From the academic and pragmatic point of view, this research work is very unique and conducive which has proved. This research work will be of great help for Govt and private hospitals to modify, customize, and innovate new practices, procedures of HRM strategies.

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