

Study of employee perception of hrm in seha



**ASSIGN
BUSTER**

Contents

- 3. 4 Suggested Questions for the interview Technique:

This study comprises the analysis of responses from employees at Abu Dhabi Health Services Company “ SEHA ” . As we go through the study we hope that we will be able to place some of the cardinal tendencies of the work penchants and orientations of the employees. This will include core personal strengths and properties and the degree of battle and satisfaction of the assorted organisational and HR facets at Work. The cardinal results from this study may bespeak the precedences of the HR section and the consciousness of those schemes constabularies by employees around the organisation.

This research paper is intended to observe and heighten the HR patterns though scientific footing research. The survey focuses on a wide set of research variables that may positively impact an employee ‘ s satisfaction, public presentation, battle and productiveness at work. Hence, the results to be generated from this survey could inform human capital schemes and enterprises within organisations, with the aim of increasing employee motive and wellbeing at the workplace.

This research is a consequence of a immense collaborative attempt between our group members the Abu Dhabi Health Services Company “ SEHA ” .

1. 2 Statement of the job:

This paper aims to separate the transparence by the HR Management towards employees at the Abu Dhabi wellness Care Service Company “ SEHA ” . It is simply a step of different variables to bespeak the degree of

engagement by employees to joint the policies and processs adopted by the HR section. The variable hopefully to cover the different concerns of employees at the company. Such concerns will include five wide classs of orientations by employees i. e. orientation to work, orientation to self, orientation others, work environment and individuality.

1. 3 Purposes and aims:

The ultimate aim of this survey is to detect failings countries in the consciousness of employees of the HR policies and process and so to bring forth a comprehensive action program for rectification and review of such countries. That would take us to whether HR drivers need attending from SEHA Overall particularly to concentrate on clear and just HR policies, employee intervention, wage and benefits.

1. 4 Aims of this survey:

To carry on a root causes analysis (RCA) for the implicit in job for the different countries under consideration.

To supply an action program includes executable stairss to be taken by the company for bettering the employee ' s perceptual experience of the regulating HR policy and process.

This research provides methodological analysiss for the HR direction on how to interrupt up predominating generic stereotype perceptual experience of HR patterns.

1. 5 Scope of the survey:

To project will seek to sketch an attack to the HR patterns, policies manual, existent public presentation on the land of the HR unit at the Al Gharbia Hospitals which is an affiliate to Abu Dhabi Health Services Company. Therefore, this survey might be executable for this organisation specifically or similar organisations autumn in the same environment.

1. 6 Significance of the survey:

Al Gharbia Region is one of the fastest turning parts in the Gulf Countries, both economically and demographically, with an emerging population. The promotion of the local work force is one of the biggest HR issues in the part and requires focused and sustained attempt to back up the part ' s future growing and development.

It is our hope that this research would be open uping and pave the manner for ongoing duologue and argument every bit good as future grounds based HR patterns in the part.

Sing the importance of human resource policies will impact the reactivity of the satisfaction in the organisation. This will assist employers to understand their employees better and implement the demand of satisfaction in their work that may do increase the productiveness of the employees.

The benefit of this survey is non merely for employers but besides for employees themselves. It will let them to measure their communicating abilities. It will besides descry the visible radiation on the failings countries. Furthermore, it will supply good repute and relationship that will take for

felicity and satisfaction which might do to increase competency factors with their co-workers.

1. 7 Restriction of the survey:

This is merely a local research survey built based on current patterns of a local HR Department. There is no international facet whatsoever for this survey unless for similar organisations if exist in the same environment and of similar patterns.

Chapter 2:

2. 1 LITERATURE REVIEW

In our survey, we will concentrate on human resources policies and how can impact the employer and the employee. There is a batch of research workers who wrote about this subject but in our research we will not necessitate everything of all time written on this subject because there is an immense amount of information and information. We will see SEHA Company as a pattern in our research.

In our research we will carry on a comprehensive study to analyse the perceptual experience of human resource policies to SEHA company employees. The intent of literature study is to supply a theoretical model that can be helped to develop our research.

2. 2 Definition of Human Resources Management

The first point will give a clear image of Human Resources Management definition which is considered as a strategic way of pulling people, workplace civilization and environment. Besides, it is the chief map in the <https://assignbuster.com/study-of-employee-perception-of-hrm-in-seha/>

organisation that can be addressed all issues related to employee such as compensation, hiring, public presentation rating and direction, organisation development, safety, health, benefits, employee motive, communicating, disposal, and preparation.

Human Resources Management is the art of pulling people by exposing originative and advanced attacks. It is concerned with carrying through the relationship between Employer and their employees and provides the way for the people who work in the organisation.

Human Resource Management (HRM) plays a critical function in the organisation and act as an anchor for each organisation. It is the effectual direction of people at work in order to accomplish and align single ends with organisational end.

2. 3 Role of Policies in Human Resources Management

The 2nd point will be clearly mention policies function in Human Resources Management. As we know policies is the system in the organisation to back up administrative forces maps such choice, hiring, preparation, career way development and public presentation assessment, etc.

HR policies give the organisation chance to cover with hazard by doing appraisal and being updated with employment criterions and statute law. Therefore, policies are framework that can profit all organisational degrees by lucifer policy with organisation vision, scheme, mission and aims. It is consider as a guideline

HR policies can besides be really effectual at back uping and constructing the coveted organisational civilization. For illustration enlisting and keeping policies might sketch the manner the organisation values a flexible work force, compensation policies might back up this by offering a figure of says wage option where employees can take an excess day of the months for their vacations per twelvemonth.

2. 4 Resources

Our research will include undermentioned resources:

Internet

Questionnaire as the primary informations

2. 5 Overview of SEHA Organization in focal point

The Abu Dhabi Health Services Company (SEHA) established on 29th December, 2007 and owned by the Government of Abu Dhabi. SEHA aim is to keep health care installations in the universe, locally.

SEHA vision is to supply their community and the part with conformity of healthcare criterion, quality of service supplier in the healthcare field.

SEHA mission is to keep leading function in supplying superior healthcare installation service in cost efficaciously mode.

SEHA Strategic aims are:

Supplying health care installations with high quality services.

Conducting research and development for affluent information focal point on uninterrupted betterments of health care services.

Attracting people to work in SEHA

Constructing relationship with spouses in order to pull local and international investing chances.

Make competitory enterprises by concentrating on presenting wellness attention in effectual and efficient mode.

Supplying universe category criterions for wellness attention bringing.

Lending and implementing Emiratization enterprises by engaging qualified people.

Guaranting to present of health care services and construct trust relationship with patients

Chapter Three

3. 1 Research Design

This is purposeful designed survey, wherein a big figure of variables were selected as portion of the research design in order to understand HR policy and patterns impact employees ' battle and public presentation at work. The procedure of choosing the variables included a elaborate reappraisal of relevant literature and civilization.

The research design is based on five wide dimensions described below:

Orientation to Self: This dimension focuses on the flexibility of HR policies and patterns to absorb the personal properties and psychological strengths of employees at the workplace, such as degree of teamwork, goal-setting, pro-activity within persons.

A elaborate reappraisal of literature clearly relates personal strengths and attributes to better public presentation, higher degrees of battle, intending at work, ability to cover with nerve-racking fortunes, better wellness and so on.

Orientation to Work: This dimension focuses on understanding employee attitudes and penchants towards work. It probes on the comparative importance and satisfaction of assorted HR drivers at work every bit good as expressions into how employees perceive their work, derive pride and intending from their work and so on.

Orientation to Others: This dimension focuses on HR policies and patterns attention for relationships and attitudes towards others at work - equals, directors, leaders, and clients and so on. It besides probes on facets such as tolerance to diverseness.

Work Environment: This dimension seeks to understand the current work environment and degrees of satisfaction with the same - in footings of the work civilization, organisational construction, and physical work environment and so on in visible radiation of the enforced HR activities.

Identity: The last dimension seeks to understand how other facets such as household, work individuality, cultural individuality etc. impact perceptual experiences and determinations related to work.

The Research design looks into five wide dimensions and 23 over all drivers or variable:

Five Broad Dimensions:

23 Overall Drivers

Orientation to self

Orientation to Work

Orientation to work

Orientation to others

Work Environment

Identity

Job Description

Organizational Chart

Reports to direction

Recruitment Agencies

Code of Conduct

Satisfaction Survey

Attendance Monitor

Employee Feedback

HR Procedure Manual

Employee Remuneration

Employee Handbook

Exist Surveys

Fairness at work

Orientation Program

Learning and Development

Forces Records

Manpower Planning

Tolerance to diverseness

Sequence Planing

Senior directors visits

Self efficiency

Degree of trust

Optimism

3. 2 Questionnaire:

Your perceptual experience of the HR Policies - AGH

<https://assignbuster.com/study-of-employee-perception-of-hrm-in-seha/>

The undermentioned Statements are evaluated on an Agree/Disagree graduated table of 1 to 5, where 1 = "strongly differ" and 5 = "strongly hold". Please read each statement in entirety and tag the box matching to how you feel about the statement. Please reflect on your own sentiment instead than the general or sensed sentiment. If one of the statements does not use to your state of affairs, please go forth the evaluation country space.

Description

Strongly differ

Disagree

Impersonal

Agree

Strongly hold

My occupation description is good designed and clearly provinces my responsibilities expected.

a-?

a-?

a-?

a-?

a-?

Have you of all time received a staff satisfaction Survey

a-?

a-?

a-?

a-?

a-?

Did you receive an employee enchrion when you joined the organisation

a-?

a-?

a-?

a-?

a-?

Personal record is easy accessible

a-?

a-?

a-?

a-?

a-?

All in All, are you satisfied with your occupation?

a-?

a-?

a-?

a-?

a-?

Organizational Chart is good designed and publicly circulated.

a-?

a-?

a-?

a-?

a-?

There is a kind of flexibility in the attending system

a-?

a-?

a-?

a-?

a-?

HR is interested in grounds for going people and they conduct exist
interview

a-?

a-?

a-?

a-?

a-?

I know the eventual ultimate size of my squad.

a-?

a-?

a-?

a-?

a-?

Reporting relationship is efficient and good defined.

a-?

a-?

a-?

a-?

a-?

My ailments are easy raised to the HR section

a-?

a-?

a-?

a-?

a-?

No prejudice or favoritism of staff in the organisation.

a-?

a-?

a-?

a-?

a-?

The people I work with are friendly and helpful

a-?

a-?

a-?

a-?

a-?

Are you outsourced staff?

a-?

a-?

a-?

a-?

a-?

The organisation is committed to quality services for employees and supply process Manual

a-?

a-?

a-?

a-?

a-?

The orientation for new employees is equal

a-?

a-?

a-?

a-?

a-?

The policy for deputation of authority/responsibility is clear

a-?

a-?

a-?

a-?

a-?

The Organization has a profile and codification of behavior handed to employees.

a-?

a-?

a-?

a-?

a-?

I am paid reasonably for the work I do.

a-?

a-?

a-?

a-?

a-?

My occupation gives me an chance to larn new accomplishments.

a-?

a-?

a-?

a-?

a-?

Senior Directors often visit my section.

a-?

a-?

a-?

a-?

a-?

I would urge this AGH as a good topographic point to work to a friend or relative

a-?

a-?

a-?

a-?

a-?

Organization policy are clearly communicated

a-?

a-?

a-?

a-?

a-?

The survey has been split into 5 wide dimensions or countries of focal point viz. Orientation to Self, Orientation to Work, Orientation to Others, Work Environment and Identity.

3.3 Over All Survey Coverage:

Harmonizing to the sample size reckoner hypertext transfer protocol: [//www.surveysystem.com/sscalc.htm](http://www.surveysystem.com/sscalc.htm) # one we target a feedback of 41 on our study. here below is our informations input for the figure figure out.

Determine Sample Size

Assurance Degree:

95 % 99 %

Assurance Time interval:

Population:

Sample size needed:

Coming back to the HR Department we could acquire the undermentioned information as per Mr. Saif Bakhiet Al Marar who occupies the caput of personal subdivision. Mr. Saif advised the followers after look intoing his history on the ERP System/ Oracle.

<https://assignbuster.com/study-of-employee-perception-of-hrm-in-seha/>

“ We have the undermentioned active assignments profiting from the Human resources Department services. They fall into the undermentioned class:

As per Job Nature:

Administrative staff

Doctors

Nurses

Paramedical staff

entire

328

214

402

236

1180

28 %

18 %

34 %

20 %

Male

Female

Entire

502

678

1180

As per the information and in visible radiation of our mark sample size we need to hold responses every bit diversified as:

Administrative staff

28 %

41

11

Doctors

18 %

41

7

Nurses

34 %

41

14

Paramedical staff

20 %

41

8

As per Gender categorization, we will be aiming 60 % female versus 40 % male. The interview technique will be adopted along with the study of the employees. That will assist us to hold two positions in our research (Input by employees every bit good as the Human resources section) .

3. 4 Suggested Questions for the interview Technique:

HR section does non hold a Strategic Plan in topographic point which sets the section aims, precedences, marks, and timelines for accomplishing aims, etc.

Do you hold a occupation description for all available place at your organisation?

Do you hold formal process that would necessitate HR studies to be submitted to senior direction on a periodic footing for their reappraisal and monitoring?

Do you hold a formal mechanism in topographic point for obtaining feedback from employees sing the proviso of the quality of HR services and working environment in the Facility?

Make you carry on exist interviews for resigned staff?

<https://assignbuster.com/study-of-employee-perception-of-hrm-in-seha/>

Make you reexamine attending records on a regular and timely footing?

Do you have organisational charts on the section ' s degree?

Do you hold a formal orientation plan for new employees?

Do you hold a written process manual for the operations of the HR map?

Do you have employee ' s enchiridion which would move as a speedy mention usher of staff related HR policies?

Do you hold a system in topographic point to supervise the public presentation of enlisting bureaus?

Do you hold a documented, finalized Code of Conduct to its employees?

Do you hold manpower planning in topographic point?

How make you keep employees ' records?

Do you hold any documented and approved sequence programs for cardinal places within the organisation?

How make you transport out staff wage reappraisal?