

Comparative study between government and pvt hospitals assignment



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Health Care Industry - An Overview As the saying goes - " Health is Wealth", health is considered as the most Important phenomenon In today's world which determines the wealth of the country at large. The health care industry in India is one of the largest economic and fastest growing professions.

In order to create a balance between the provision and reception of health care, various strategies have been worked out which makes the industry effectively by health consciousness among people & welfare schemes [1]. Nurses play the major role In health care Industry and are the first ones who are thought about when we talk about health care and thus it is necessary that their needs have to be taken care and a congenial atmosphere is created for them to work with utmost job satisfaction and content, the result of which would be a high quality nursing care.

B. Work Life Enhancement Its concept revolves around three main categories - the work and family, life satisfaction and Job satisfaction. This triangle has to be entangled by high level of positive waves which is of great importance in achieving the personal and professional objectives effectively and efficiently Head, D. (2010), April 30 [2]. Studies have proven that factors like improper work-life balance, work pressure, Improper working environment, growth pressure, and salary and Job security have greater Impact on Job satisfaction.

The Job satisfaction of a nurse is absolutely important for the smooth functioning and successful upcoming of the health care industry [3]. C.

Nurses in Demand & Retention Strategies The demand for nurses Is also

Increasing not only cause of the attractive salary and Job security but also because of the care they provide thus making a difference in others lives which is generally not found in many other careers [4].

The role of nurses has expanded from a health advisor, Physicians Assistant, Operation Theatre Assistant, Health Counselor, Follow up, Health promoter, Administrator, Health researcher, Provide appropriate reassurance to patients and family members, Health Supervisor, Maintenance of Health Reports, Records Documents. Other reasons for slowing down of the nurses population is mental stress and work pressure which leads to dissatisfaction.

Factors that lead to mental stress and work pressure are improper work life balance, physical health or fitness, improper working conditions, discrimination, distrust and unlimited work load, [5]. Emigration is also considered as a contributing factor to the increasing demand for nurses [6]

D. A Comparative Study-Nurses in Government Hospital vs. Private Hospitals

1) Government Nurses ere major benefits of a government nurse are Monetary benefits, Job Security, Job Satisfaction More exposure and more experience.

Disadvantages of working in government hospitals are Long working hours and Shortages of resources. 2) Private Nurses he major benefits off nurse in private hospital are Better technology and Multi tasking. The disadvantages are that their salary is comparatively lesser than that of the government nurses. Moreover, their exposure to cases is limited due to limited strength of patients [7] E. Best practices yield best results: ere management needs to assess the causes for improper Nor-life balance and lay down strategies to

overcome those hurdles and make the nurse productive Ross, C. 2010) [8]. Issues related to work pressure, longer working hours, harassment etc can be addressed by introducing flexi-timing, Job rotation, career Roth, family get-together, children school funds, child care centers etc, which will motivate the employees to work at place and give their 100% to their Job “ when the management provides healthy practices on Nor-life balance, the outcome of health care provided is also healthy [10].

The management support, is also an indicator for favorable treatment, patient satisfaction, employees satisfaction and long term success of the hospital. Availability of good Nor life balance leads to increased intake of skilled nurses, reduces turnover, increases Job satisfaction level, commitment, dedication and positive health care provisions at large [11]. WALL related wellness awareness programs, soft skill programs like stress management, conflict MGM. , leadership skills, workshops on talent technologies in medicine, work-life balance Northrop can be introduced [12].

Work Life Balance through Management Support ere hospitals have to have a clear policy with regard to work life balance, counseling and guidance to younger nurse and other relevant aspects which create a positive and healthy work environment. In today’s age, it is necessary for a hospital to maintain minimum required standards for physical facilities and equipment which are considered necessary for best patient care. A committee consisting of senior nursing staff and medical doctors should provide counseling and guidance to the nursing staff, particularly the younger staff.