

PERCEPTION OF EMPLOYEES TOWARDS HRD MECHANISMS: A STUDY IN HEALTH CARE SECTOR

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ABSTRACT

PAS is a good instrument to improve the quality and quantity of the manpower's performance. Nowadays, it is considered as an important aspect in human resources management and a part of the control process in administration. It normally concentrates on the improvement of operative skills, interpersonal skills, decision-making skills, or a combination of these. Training of any kind should have as its objective the redirection or improvement of behaviour so that the performance of the trainees becomes more useful and productive for him and for the organization of which he is a part. The study was focused on three hospitals in India, SMHS, GMC and Fortis, with special attention to Performance Appraisal d (PAS) and Training and Development (T&D). The results revealed that there is difference in the opinion of managerial staff of the three hospitals towards HRD mechanisms. Medical staff does not differ in their opinion towards PAS but differ towards T&D.

KEYWORDS: HRD Mechanisms, Performance Appraisal System, Training and Development.

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