

“HR RETENTION PRACTICES IN HOSPITALS” – VALIDATING THE MEASUREMENT SCALE

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Received: 17 Apr 2021

Accepted: 28 May 2021

Published: 01 Jun 2021

ABSTRACT

In a healthcare setup, there is a huge demand for skilled medical professionals. Hospitals strive to ensure that they retain their skilled medical professionals so that they could sustain in the competitive market. Though Medical professionals included doctors, nurses and para-medical staff, it is however difficult for hospitals to sustain without doctors. It is necessary to find out various Human Resource (HR) practices which encourage the medical doctors to work in a particular hospital for a long period, in spite of high demand for them elsewhere. This paper intends to validate the complied measuring scale highlighting the HR practices which retained the medical doctors to work in a particular hospital for more than 15 years. The data was collected from 51 medical doctors from a leading non-profitable tertiary care teaching hospital.

KEYWORDS: *Human Resource Practices, Retention, Healthcare Organization*