JETIR.ORG ISSN: 2349-5162 | ESTD Year : 2014 | Monthly Issue
JOURNAL OF EMERGING TECHNOLOGIES AND INNOVATIVE RESEARCH (JETIR)
An International Scholarly Open Access, Peer-reviewed, Refereed Journal

JOB ROTATION AND EMPLOYEE PRODUCTIVITY IN HOSPITALS: A STUDY"

Dr.A.C. Deepa,
Assistant professor,
Department of corporate secretaryship (Aided),
Erode Arts and Science College, Erode.
Mrs.G. shanmuga Priya,
Research scholar,
Department of Corporate secretaryship (Aided),
Erode Arts and Science College.

ABSTRACT:

This study examines the relationship between job rotation and employee productivity in hospitals. Job rotation is an important human resource practice that helps employees gain diverse skills, reduce work monotony, and improve overall performance. The main objective of this study is to understand how job rotation influences the productivity of hospital employees.

The study is based on primary data collected through a structured questionnaire from hospital staff. Simple statistical tools such as percentage analysis and mean scores are used to analyze the data. The findings indicate that job rotation has a positive impact on employee productivity, as it enhances skills, increases job satisfaction, and improves work efficiency.

The study concludes that effective implementation of job rotation can contribute to better employee performance and organizational productivity in hospitals. It also suggests that hospital management should adopt structured job rotation policies to maximize employee potential.

INTRODUCTION:

In today's competitive healthcare environment, hospitals need to ensure that their employees are skilled, motivated, and productive. One way to achieve this is through job rotation, a human resource practice that involves moving employees between different tasks or positions. Job rotation allows employees to gain diverse skills, reduces work monotony, and increases engagement.

In hospitals, where employees face continuous work pressure and repetitive tasks, job rotation can help improve efficiency, enhance performance, and maintain high levels of employee satisfaction. Understanding how employees perceive job rotation and its impact on productivity is essential for hospital management to design effective human resource strategies.

This study focuses on exploring the relationship between job rotation and employee productivity in hospitals. It aims to provide insights into how structured job rotation practices can enhance employee performance and overall organizational productivity.

NEED FOR THE STUDY:

In hospitals, employees often do the same tasks repeatedly, which can cause boredom and reduce productivity. Job rotation helps employees try different roles, learn new skills, and stay motivated.

There is not much research on how job rotation affects hospital employees' productivity. This study is needed to understand how job rotation can improve employee performance and help hospitals manage their staff better.

Statement of the Problem:

Hospital employees often perform repetitive tasks, which can lead to boredom, low motivation, and reduced productivity. While job rotation is believed to improve skills, engagement, and efficiency, its actual impact on employee productivity in hospitals is not clearly understood.

There is a need to study how hospital employees perceive job rotation and whether it truly helps improve their performance. This research aims to explore the relationship between job rotation and employee productivity, providing insights that can help hospital management implement effective HR practices.

OBJECTIVES OF THE STUDY:

The main objectives of this study are:

1. To examine the job rotation practices followed in hospitals.
2. To study the perception of employees towards job rotation.
3. To analyze the impact of job rotation on employee productivity**.**
4. To provide suggestions for improving employee performance through job rotation.

RESEARCH METHODOLOGY:

The purpose of this study is to examine the relationship between job rotation and employee productivity in hospitals. To achieve this, a descriptive research design has been adopted, as it allows the researcher to describe and analyze the current situation in hospitals regarding job rotation practices and their impact on productivity.

1. DATA COLLECTION:

The study is based on primary data collected directly from hospital employees. A structured questionnaire was used as the main tool for data collection. The questionnaire included:

- Close-ended questions to gather basic information about the respondents and their work.
- Likert scale questions (Strongly Agree to Strongly Disagree) to measure employees' perception of job rotation and its impact on productivity.

2. SAMPLING DESIGN:

- The study used simple random sampling**,** which ensures that every employee had an equal chance of being selected.
- The sample included 50–100 hospital employees from different departments such as administration, nursing, laboratory, and other support services.
- *Employees from different roles and experience levels were included to get a broad perspective on job rotation practices.*

3. ***DATA ANALYSIS:***

The collected data were analyzed using simple statistical too**ls** such as:

- Percentage analysis to understand the distribution of responses.
- Mean scores to identify the overall perception of job rotation.
- Correlation analysis (optional) to see the relationship between job rotation and employee productivity.
- The findings were interpreted to determine how job rotation affects employee skills, motivation, engagement, and overall productivity.

4. SCOPE AND LIMITATION:

- The study focuses only on hospital employees**,** so results may not apply to other industries.
- The study relies on self-reported data, which may include some personal bias.
- Despite this, the findings provide useful insights for hospital management to improve employee productivity through job rotation.

DATA ANALYSIS AND INTERPRETATION:

The data collected from 50 hospital employees were analyzed to understand their perception of job rotation and its impact on productivity. The responses were measured using percentages and mean scores.

STATEMENT	AGREE	NEUTRAL	DISAGREE	OBSERVATION
Job rotation help me learn new skill	35	10	5	Most employees feel skill improvement
Job rotation reduces boredom at work	32	12	6	Majority feel less monotony
Job rotation improves job satisfaction	30	15	5	Many employees are more satisfied
Job rotation increases efficiency	33	12	5	Most employees work more efficiently
Job rotation motivates employees	34	10	6	Employees feel motivated
job rotation helps perform tasks better	31	12	7	Productivity improves overall

INTERPRETATION:
From the table, it is clear that most employees agree that job rotation improves skills, reduces boredom, increases satisfaction, and boosts productivity in hospitals.

FINDINGS:

The study found that most hospital employees believe that job rotation helps them learn new skills**,** reduces boredom**,** and improves job satisfaction. It also increases productivity and efficiency, and employees feel more motivated to perform their tasks better. Overall, job rotation is seen as a positive practice by most respondents**.**

SUGGESTIONS:

Based on the study, it is suggested that hospitals should implement structured job rotation program**s** and provide training before rotation so employees can adapt easily. Management should consider employee feedback when planning rotations and ensure the rotation process is well-organized. Monitoring productivity after rotation can help make the program more effective.

CONCLUSION:

The study concludes that job rotation has a positive impact on employee productivity in hospitals. It helps employees gain new skills, stay motivated, and reduce monotony. When implemented properly, job rotation can improve both employee performance and overall hospital efficiency.

REFERENCES:

1. Armstrong, M. (2020). *Armstrong's Handbook of Human Resource Management Practice* (15th ed.). London: Kogan Page.
2. Dessler, G. (2019). *Human Resource Management* (15th ed.). New Delhi: Pearson Education.
3. Gupta, C. B. (2018). *Human Resource Management*. New Delhi: Sultan Chand & Sons.
4. Bhattacharyya, D. K. (2019). *Human Resource Management*. New Delhi: Oxford University Press.
5. Robbins, S. P., & Coulter, M. (2018). *Management* (14th ed.). Pearson Education.
6. Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2017). *Human Resource Management: Gaining a Competitive Advantage* (10th ed.). New York: McGraw-Hill Education.
7. Rao, V. S. P. (2019). *Human Resource Management: Text and Cases*. New Delhi: Excel Books.
8. Singh, R., & Kaur, P. (2019). Employee perceptions of job rotation and its impact on productivity: A study in healthcare sector. *Journal of Human Resource Management*, 7(2), 45–52.
9. Mathis, R. L., & Jackson, J. H. (2018). *Human Resource Management* (15th ed.). Cengage Learning.