



A Study to assess the effectiveness of structured teaching programme (STP) on knowledge regarding human resource management among 4th year B. Sc (N)” at Adichunchanagiri College of Nursing, B.G. nagara, Nagamangala (TQ), Mandya

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Abstract

Human resource management is the practice of managing people to achieve better performance & adequate knowledge about Human resource management enables the individual to be awakened. Objective of this study is to assess the effectiveness of STP on knowledge regarding human resource management among 4th year B.Sc. Nursing students. Quantitative evaluative approach was used with non-probability convenient sampling technique to assess the effectiveness of structured teaching programme. Pre experimental one group pre-test and post- test design was used with 32 subjects. Structured interview schedule was used to collect data prior to intervention. Then the structured teaching programme was administered on the same day to the subjects. Post-test level of knowledge and attitude was assessed by using same structured interview schedule. In pre-test, overall mean knowledge score is 13.36 (124.2%) with standard deviation of 5.169. Overall mean post-test knowledge score is 16.21 (149.11%) with standard deviation of 5.242. Effectiveness of STP is assessed using paired-T test & the obtained t value (3.35) is greater than the table value of 1.69 with df 31 at 0.05 level of significant. Hence the research hypothesis accepted. Chi- square test results revealed that there was significant association between pre-test knowledge regarding Human resource management among 4th year BSc Nursing students with their selected demographic variables.

Key Words: knowledge, human resource management, structured teaching programme

Introduction

People are the main resource of all productive efforts in every organization. A detailed study of people is the main function of Human Resource Management (HRM). It is a systemic activity of achieving the institutional goals by recruiting, selecting, appointing, placing, training, promoting, transferring and dismissing the staff, and appropriately utilizing them in the institution. While acquiring the human resources people with talent, skill and motivation should be recruited.

Proper management of human resources is critical in providing a high quality of health care. Effective human resources to achieve better outcomes from the access to health care around the world with functions that cover everything from performance management to safety, human resource management plays a vital role in the health care services and facilitating optimal patient outcomes. Health care managers must address in hospital industry trends and set the standards for ethical practices within their facility Hence it was realized that final year degree nursing students are needed more knowledge about human resource management (HRM) & the researcher has chosen this research study to assess the level of knowledge regarding human resource management among 4th year B.sc nursing students.

HRM also considers that there should not be high manpower turnover. This means human resources adopted to work should remain in the organization for a family long time. Those employees who are unruly and do not follow the rules and procedures should be made to retire from service. Developing

human resources involves educating; training and making these resources accept any type of current or future work. In our study we are going to assess the effectiveness of structured teaching program on knowledge regarding “Human Resource Management

Need for Study

The performance effect of individual HRM practices has been extensively examined with somewhat mixed results that are crafted through the production of discrete ‘practice bundle’s’ where by individual practices act cooperative with other practices. Nevertheless, a number of researcher`s have conceptualized the relevance of discrete HRM practice systems and have postulated their potential impact on performance.

Research has begun to focus on defining and measuring combinations of HRM policies and practice that constitute a firm’s HR system and demonstrating a relationship of this system and organization level performance outcomes. It is needed to be studied HRM to the final year degree students for that they may not have adequate understanding.

Being final years, they will be entering into the new world of their profession. Our study paves the way to get more knowledge about HRM and also contributes in the field of recruitment, selection, deployment, retaining etc. At their core, nursing and human resource management have a lot in common. Yet where nurse`s typically only deal with patients and their immediate colleagues

on a daily basis, human resource Manager`s must also deal with the business side of health care as well. Hence the researcher has chosen this research study to assess the level of knowledge regarding human resource management among 4th year B.sc nursing students.

Statement of research study, “A study to assess the effectiveness of structured teaching program on knowledge regarding “Human Resource Management” among 4th year B.sc nursing students at Adichunchanagiri College of nursing, B G Nagara.”

Objectives of the study

1. To assess the pre-test and post-test knowledge regarding “Human Resource Management” among 4th year B.sc nursing students.
2. To compare the pre-test and post-test knowledge regarding “Human Resource Management” among 4th year B.sc nursing students.
3. To associate the pre-test knowledge scores regarding “Human Resource Management” among 4th year B.sc nursing students.

Operational Definition

1. **Effectiveness:** It refers to the improvement in knowledge of 4th year B.sc nursing students regarding Human Resource Management.
2. **Structure teaching program:** It refers to systematically organized teaching strategy for duration of 45 min to 1 hr for 4th year B.sc nursing students on “Human Resource Management” by verbal interaction with the use of LCD projector. It includes recruiting, selecting, promoting, superannuation etc.
3. **Knowledge:** It refers to level of understanding regarding “Human Resource Management” among 4th year B.sc nursing students.

4. **4th year B.sc nursing students:** The students who are perceiving in the 4th year B.sc nursing at Adichunchanagiri college of nursing, B.G Nagara.

5. **Human Resource Management:** Human Resource Management is the planning, directing and controlling of the procurement, development, composition, integration, and maintenance of people for the purpose of contributing to organizational, individual, and societal goals.

Research Hypothesis

H1: There is a significant difference between mean pre-test and post-test knowledge regarding “Human Resource Management”

H2: There is a significant association between the pre-test knowledge of 4th year B.sc nursing students regarding Human Resource Management with their selected demographic variables

Conceptual Framework

The conceptual model selected for this study is based on “Health Belief model” proposed by Rosentech’s (1974) and Becken’s (1984).

The model focused on following area:

1. Individual perception
2. Modifying factors
3. Likelihood action

Table 1

Concepts	APPLICATIONS
Individual (4th year B.Sc. nursing students perception)	Perceived Susceptibility subjective risk of misunderstanding or opinion regarding human resource management. In this model researcher knows about the 4th year B.Sc. nursing students perceived knowledge regarding human resource management.
Modifying factors	<p>4th year B.Sc. nursing student’s perception is influenced and modified by demographic variables like educational status of mother, educational status of father, type of occupation of mother, type of occupation of father, sources of information’s and structural variables like cognition effectiveness</p> <p>Perceived severity: In adequate understanding about human resource management might cause confusion. In this researcher modifies Knowledge regarding human resource management.</p> <p>Cues of action: An external stimulus that triggers, something that make the individual aware of Human Resource Management. In this study researcher finds some cues of action acquired by 4th Year B.Sc. Nursing students on Human Resource Management from:</p> <ul style="list-style-type: none"> ▪ Mass Media ▪ Lectures ▪ Journal’s and Newspaper ▪ Friends ▪ Family
Likelihood of action	<p>Perceived benefit: Knowledge related to the Human Resource Management may reduce the confusion. In this study the perceived benefits are 4th year B.Sc. Nursing students believed that STP on Human Resource Management would benefit them in cooperating to the management to achieve the organisation goals. In this study the perceived barriers are;</p> <p style="text-align: center;">PERCEIVED BARRIER</p> <ul style="list-style-type: none"> ✚ Confusion ✚ Lack of adequate understanding ✚ Ineffective learning ✚ Misinterpretation of indigenous draft ✚ Likelihood of behaviour changes

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| | ▪ Attainment of adequate knowledge towards Human Resource Management. |
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Material and Methods

Variables

Dependent variable

Level of knowledge of 4th year B.Sc. Nursing students regarding human resource management.

Independent variable

Structured teaching program on knowledge regarding human resource management among 4th year B.Sc. Nursing students.

Demographic Variable

Educational status of mother, educational status of father, type of occupation of father, type of occupation of mother, sources of information and cognition effectiveness.

Setting of study

Study was conducted in 4th year B.Sc. Nursing classroom in Adichunchanagiri College of nursing, BG Nagara.

Population

The target populations in this study were all the 4th year B.Sc. Nursing students at Adichunchanagiri College of Nursing.

Sampling and sampling size

The sample size for the present study was 32, 4th year B.Sc. Nursing at Adichunchanagiri College of Nursing, BG Nagara who fulfill the sampling criteria.

Criteria for Selection of Sample

Inclusion criteria

1. The 4th year B.Sc. Nursing students.
2. The 4th year B.Sc. Nursing students who were available at the time of data collection in the class room.

Exclusion criteria

The 4th year B.Sc. Nursing students who are not willing to participate in the study

Sampling Technique

Non-probability convenient sampling technique was used to select the samples. The sample who were available at the time of data collection and also who fulfils the inclusion criteria.

Selection and Development of Tool

Tool used for research study was structured questionnaire schedule which was prepared after an extensive review of literature and discussion with the experts, to assess the effectiveness of structured teaching program on knowledge regarding human resource management among 4th year B.Sc. Nursing students.

Description of the tool

The structured interview schedule consisted of 2 sections covering the following areas.

Section A

It consists of six items seeking information on demographic data. Which includes Educational status of mother & father, occupation of mother & father, Sources of information.

Section B

Structured questionnaire schedule was used to assess the knowledge regarding human resource management among 4th year B.Sc. Nursing students.

Scoring key

Knowledge regarding human resource management was measured in terms of knowledge scores. Each correct answer was given a score of one and wrong answers score of zero. Maximum score was 25 and the maximum score was zero. To interpret the level of knowledge the scores were distributed as follow.

Table 2

Inadequate knowledge	< 50%
Moderate knowledge	50-75%
Adequate knowledge	>75 %

Results

Table 3: Mean and SD for overall improvement of knowledge regarding human resource management among 4th year BSc nursing students before and after STP.
n =32

Knowledge aspects	Max. score	Pre-test			Post test			Enhancement		
		Mean	SD	Men %	Mean	SD	Mean %	Mean	SD	Mean %
General Information	12	5.46	1.77	45.5	6.34	1.95	52.83	0.88	1.95	7.33
HRM, HRP, Placement & recruitment	12	4.81	1.98	40.08	6.5	2.02	54.16	1.69	2.02	14.08
Induction, orientation, Selection, Placement & screening and superannuation	8	3.09	1.41	38.62	3.37	1.27	42.12	0.28	1.272	3.5
Overall	32	13.36	5.16	124.2	16.21	5.24	149.11	2.85	5.242	24.91

In pre-test, overall mean knowledge score is 13.36 (124.2%) with standard deviation of 5.169. Overall mean post-test knowledge score is 16.21 (149.11%) with standard deviation of 5.242. Effectiveness of STP is assessed using paired-T test & the

obtained t value (3.35) is greater than the table value of 1.69 with df 31 at 0.05 level of significance. Hence the research hypothesis (H1) accepted.

Table 2: Association between pre test knowledge scores of IV B Sc nursing students with their selected demographic variables regarding Human Resource

Chi-square test for knowledge								
SL. No	Demographic variables			≤ Med (18)	> Med (14)	Total	E(≤med)	E (>med)
1	Educational status of Mother	Frequency	%	No	No			
	a) No formal Education	6	20.00	5	1	6	3.38	2.63
	b) Primary School	8	26.67	5	3	8	4.50	3.50
	c) Higher Secondary School	9	30.00	4	5	9	5.06	3.94
	d) P U C	4	13.33	2	2	4	2.25	1.75
	e) Graduation and above	5	16.67	2	3	5	2.81	2.19
	Total	32	100.00	18	14	32		
2	Educational status of Father							
	a) No formal Education	6	20.00	5	1	6	3.38	2.63
	b) Primary School	9	30.00	5	4	9	5.06	3.94
	c) Higher Secondary School	12	40.00	5	7	12	6.75	5.25
	d) P U C	2	6.67	2	0	2	1.13	0.88
	e) Graduation and above	3	10.00	1	2	3	1.69	1.31
	Total	32	100.00	18	14	32		
3	Father's Occupation							
	a) Coolie	2	6.67	1	1	2	1.13	0.88
	b) Farmer	12	40.00	9	3	12	6.75	5.25
	c) Business	9	30.00	2	7	9	5.06	3.94
	d) Government Employee	5	16.67	4	1	5	2.81	2.19
	e) Private Employee	4	13.33	2	2	4	2.25	1.75
	Total	32	100.00	18	14	32		
4	Mother's Occupation							
	a) Coolie	5	16.67	3	2	5	2.81	2.19
	b) Farmer	8	26.67	4	4	8	4.50	3.50
	c) Business	6	20.00	3	3	6	3.38	2.63
	d) Government Employee	5	16.67	2	3	5	2.81	2.19
	e) Private Employee	8	26.67	6	2	8	4.50	3.50
	Total	32	100.00	18	14	32		
5	Sources of Information							
	a) Mass media	10	33.33	5	5	10	5.31	4.69
	b) Relatives	12	40.00	6	6	12	6.38	5.63
	c) Friends and Family	8	26.67	5	3	8	4.25	3.75
	d) Previous Education	2	6.67	1	1	2	1.06	0.94
	Total	32	100.00	17	15	32		

The results of chi square analysis presented in tables indicated that there was significant association between educational status of mother, educational status of father, father's occupation, mother's occupation, sources of information. It was evidenced that the knowledge regarding Human resource management is associated with demographic characteristics of 4th year BSc Nursing. Hence Research Hypothesis (H2) was accepted, that there is significant association between pre-test knowledge regarding Human resource management among 4th year BSc Nursing students with their selected demographic variables.

Conclusion

Structured teaching program was effective in improving the knowledge regarding Human resource management among 4th year B Sc. Nursing students. On the basis of findings, the researcher concluded that the structured teaching program is one of the effective ways to improve knowledge of final year Nursing students. Results of the study implicated in nursing practice & administration to all nurse administrators so that the concepts of human resource management can be adopted as applicable at relevant settings.

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