

**TITLE: THE INTENION TO UNDERGO DIFFERENT TYPES OF  
PERFORMANCE APPRAISAL IN HEALTHCARE SYSTEM**

**PROJECT DESCRIPTION**

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**1. PURPOSE**

The drive of the research study is to gauge maintenance of health care information systems with PERFORMANCE APPRAISAL TYPES.

In this research study, we understand **PERFORMANCE APPRAISAL IN  
HEALTHCARE SYSTEM**



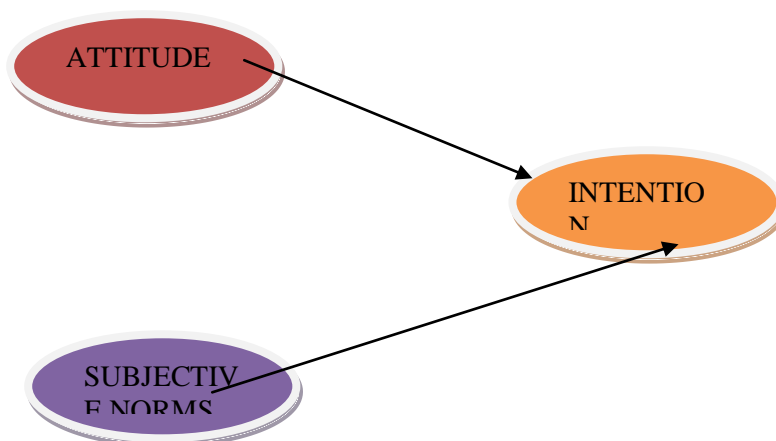
<i>The government, i.e. public healthcare system</i>	<i>The private sector</i>
Encompasses inadequate secondary and tertiary care centres in key cities and focuses on providing basic healthcare facilities in the form of primary healthcare centres (PHCs) in rural areas.	Delivers mainstream of ancillary, tertiary, and quaternary care institutions with major concentration in metros, tier-I and tier-II cities.

### Review

India's competitive advantage lies in its large pool of well-trained medical professionals. India is also cost competitive compared to its peers in Asian countries attract patients.R&D activities play a vital role in India's healthcare system.

### 2.1TRA: THEORY OF REASONED ACTION.

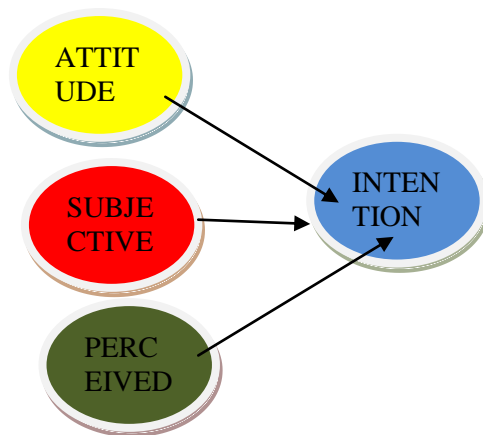
Theory of reasoned action: Theory of reasoned action consists of Attitude and Subjective Norms.



The TRA model is extensively used as a model for the forecast of behavioral intentions. It has been used in a diversity of research studies such as psychology, tourism, horticulture, marketing, healthcare, management and academics (Chang, 1998). Ajzen and Fishbein (1980) divided beliefs into conceptually strong and distinctive groups such

as behavioral (Attitude) and normative (Subjective Norms). Sheppard, Hartwick, and Warshaw (1988) recommended that if the behavior is not under full pivotal control, the extrapolative power of the TRA model will not be valid. Therefore, the theory of planned behavior was formulated and differs from the theory of reasoned action through its addition of a assembled perceived behavioral control (Madden, Ellen, & Ajzen, 1992). There is a essential necessity for a perceived behavioral control such as when an individual does not have extensive control over the targeted behavior (Madden, Ellen, & Ajzen, 1992).

2.2“Taking the **Theory of Planned Behavior**” into consideration, the intention is influenced by three predictors, namely, attitude, subjective norm, and perceived behavioral control. Attitude reflects an individual’s positive or negative assessment of performing the behavior. For example, if one shares his knowledge with other faculty members then he/she feels pleasant or unpleasant. A subjective norm is the apparent social stress (pressure) to perform or not perform the behavior such as the expectation of a person (by others) to share knowledge among faculty members and a perceived behavioral control the ease and difficulty in performing a behaviour. M. Punniyamoorthy & J. A. Asumptha (2019)PBC is the perceived ease or difficulty that the individual faces in performing the behavior (Pelling & White, 2009; Ramsay et al., 2010; Chen & Chen, 2011).



### DESIGN/METHODOLOGY/APPROACH

The design of research study is based on three things which are (1) Population (2) Demographic Factors (3) Classification of Health care sector. Then, Methodology

and approached we followed in this research study are Structural Equation Modelling (SEM) and Rank Correlation among Premier Health care centres based on Population and Demographic factors in Phase-1 and Phase-2 & Phase-3

## **Population**

Design of research study starts with population like doctors and nurses in countries like India

## **Demographic Factors**

- Gender
- Qualification
- Country
- Ethnicity
- Income etc

## **Classification of Educational Institutions**

- Generalist Doctors
- Specialists.
- Nurses.

## **2. FINDINGS**

In this research study, we going to identified following findings in phase wise are

(1) Population & Demographic factors study is relevant

In this research study, we using TOOLS like IBM SPSS (Statistical Package for Social Sciences), IBM AMOS, TABLEAU to analyse the Population and demographic factors like below

- Mean
  
- Median
  
- Mode
  
- Correlations
  
- Reliability Analysis
  
- Pie Charts etc

### **3. ORIGINALITY**

This research is novel to study Healthcare WITH DIFFERENT TYPES OF Appraisal as 90, 180,360,720 degree appraisal between them in different levels in each Health care area .Then, their contribution towards National Development

### **4. RESEARCH LIMITATIONS**

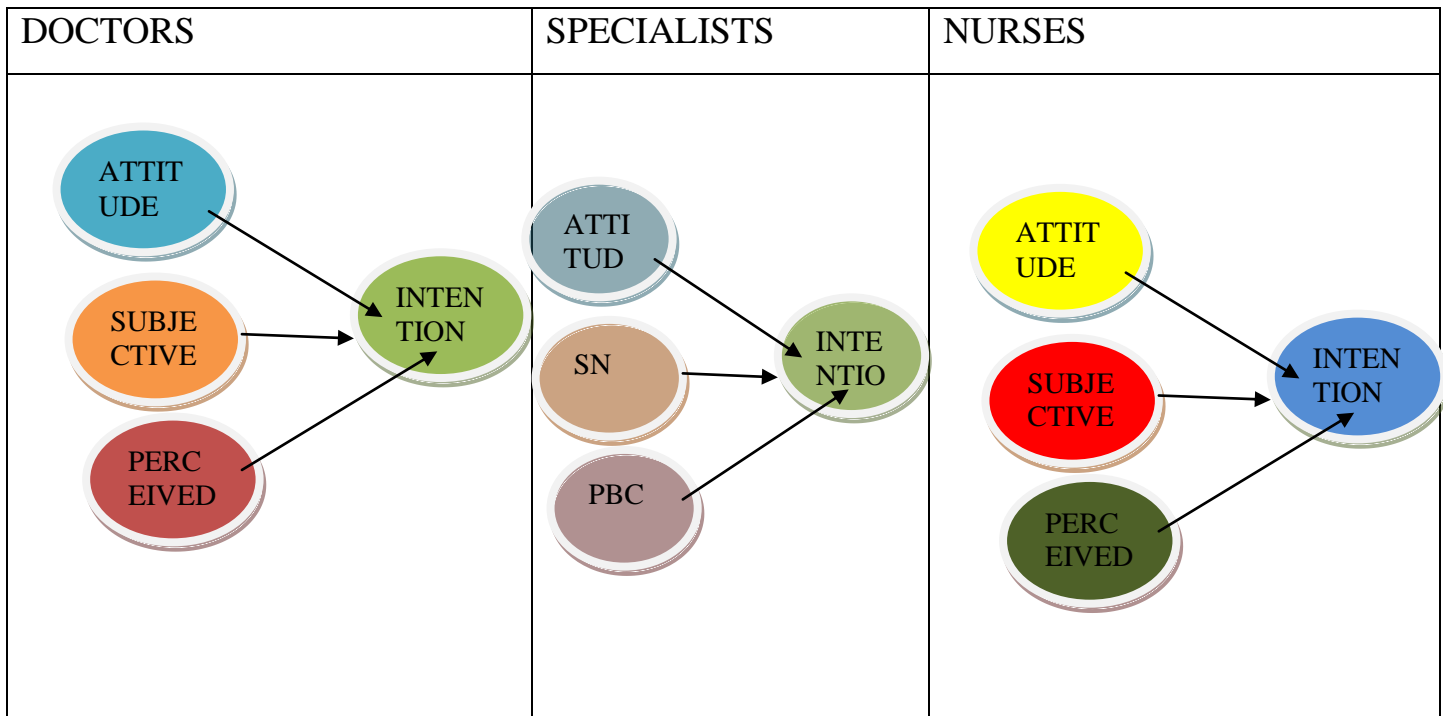
In this research study, limitations are country wise study rather than whole populations ,samples consideration and performance appraisal

### **5. TABLES & DIAGRAMS**

In this research study, the following below Tables & Diagrams have has to be mentioned

- Literature Review in ascending order
- Factor loadings & Estimates

**TPB MODEL:**



**CONCLUSION:**

On the whole nurses share knowledge more than Doctors and Specialists. Limitation it is used only in healthcare system in India not other countries. Could have used the performance appraisal surveys in general without the theory of Planned Behaviour than TPB like the example below. Here 720 degree appraisal is more effective to know the knowledge sharing capacity pro and pre-appraisal.

## 360° Degree Appraisal

PLEASE GRADE EMPLOYEE	A	B	C	D	E	F
Consistently accurate in tasks						
Produces required volume						
Meets deadlines						
Understands policies for change within the company						
Makes an effort to expand job proficiency & knowledge						
Understands the importance of profitability						
Projects a professional image						
Takes any complaints to proper management personnel						
Offers new & creative ideas for improvement in the team						
Demonstrates ability to follow-through						
Demonstrates ability to set priorities						
Communicates well (written & orally) with other team members						
Answers phone calls & Emails with minimum delay						
Listens well						
Responds without procrastinating						
Demonstrates an excellent attitude						
Is unafraid to ask questions						
Is never "too busy" to answer questions						
Offers criticism constructively						
Accepts criticism constructively						
Is organized and efficient						
Controls cost, expenses, inventory, waste						
Is a self-starter						
Shows motivation						
Takes on added assignments						
Is regular in attendance						
Shows up on time for work & meetings						
Is available for overtime						
Demonstrates ability to fight fires & control stress						
Is loyal to company						
Is honest with others						

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