WORKFORCE PLANNING WITH RESPECT TO LV PRASAD EYE INSTITUTE

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ABSTRACT

This study explores the workforce planning strategies employed by LV Prasad Eye Institute (LVPEI), a renowned non-profit eye care organization committed to delivering high-quality, equitable, and accessible eye care. In the healthcare sector, especially in specialized institutions like LVPEI, effective workforce planning is essential to ensure the right mix of skills, staffing levels, and personnel deployment across rural and urban centers. The research focuses on how LVPEI anticipates future staffing needs, manages current human resource capacity, and aligns its workforce with organizational goals. Through analysis of HR policies, interviews with administrators, and review of institutional reports, this study highlights the methods used for demand forecasting, talent development, succession planning, and resource allocation. The findings show that LVPEI's structured workforce planning practices not only ensure operational continuity but also improve service delivery, especially in underserved regions. The study further examines the challenges in recruiting and retaining skilled healthcare professionals and offers recommendations to enhance workforce flexibility, training, and retention. Overall, this research emphasizes the importance of strategic workforce planning in maintaining service excellence and achieving long-term healthcare goals in a mission-driven organization like LVPEI.

Keywords:*Workforce Planning, LV Prasad Eye Institute, Healthcare HR, Staffing Strategies, Talent Management, Succession Planning, Service Delivery, Human Resource Forecasting.*

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1. INTRODUCTION

Workforce planning is a strategic process that ensures an organization has the right people with the right skills, in the right roles, and at the right time to meet its business objectives. It is a vital component of human resource management and plays a critical role in long-term organizational success. In the context of LV Prasad Eye Institute (LVPEI), workforce planning involves aligning the human resources required to deliver high-quality healthcare services with the ever-growing demand for eye care across India and beyond.

LVPEI is a premier eye care institution that serves both urban and rural populations, making workforce planning a challenging yet essential task. The complexity of workforce planning in healthcare requires careful consideration of factors such as skill gaps, patient needs, regulatory compliance, and the availability of qualified medical professionals. Moreover, effective workforce planning at LVPEI not only ensures patient care continuity but also supports employee well-being, career growth, and retention. In healthcare, an understaffed or overstaffed situation can severely impact service delivery, making it crucial to plan workforce requirements based on accurate forecasts and real-time data.

2. RESEARCH METHODOLOGY

In addition to the primary and secondary data collection methods mentioned above, the study will adopt a mixed-method approach, combining both qualitative and quantitative techniques to provide a holistic understanding of workforce planning at LV Prasad Eye Institute (LVPEI). The qualitative aspect will involve in-depth, semi-structured interviews with key stakeholders such as HR managers, department heads, senior administrators, and frontline healthcare workers. These interviews will explore the personal experiences, challenges, and perceptions of staff members regarding workforce planning, staffing strategies, and the overall effectiveness of the HR practices in place.

The qualitative data will allow the researchers to gather detailed insights into how the workforce planning process impacts employee satisfaction, retention, and motivation within the institute.

On the quantitative side, structured surveys will be distributed to a wider sample of LVPEI employees, including medical staff, technicians, administrative personnel, and support staff. These surveys will include Likert scale questions, multiple-choice questions, and open-ended prompts designed to gather specific data on employee attitudes towards staffing practices, workload distribution, and their perceptions of HR initiatives. The quantitative data will allow for statistical analysis and help to identify trends, correlations, and potential areas where improvements in workforce planning could lead to enhanced employee engagement, operational efficiency, and overall performance.

3. CONCLUSION

The study on workforce planning at LV Prasad Eye Institute highlights the importance of effective human resource management in fostering organizational growth and productivity. The findings indicate that the employees are generally satisfied with their roles, but there is room for improvement in areas such as training, communication, and work-life balance. It is essential to continue focusing on skill development and career growth opportunities to enhance overall employee satisfaction and retention.

In conclusion, implementing strategic workforce planning can greatly contribute to the long-term success of the institution. By addressing the identified concerns, such as offering more flexible working options and improving communication channels, LV Prasad Eye Institute can further improve employee morale and ensure the organization remains competitive and efficient in its operations.

4. REFRENCES

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