



A Study On Agile Hrm Practices And Its Impact On Organization Performance In Vhs Multispeciality Hospital

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ABSTRACT: The goal of this study is to investigate and analyze the implementation of Agile Human Resource Management (Agile HRM) practices and their impact on organizational performance at VHS Multispeciality Hospital. The study focuses on understanding how Agile HRM contributes to enhancing employee engagement, adaptability, collaboration, and operational efficiency within a healthcare setting. Key areas examined include the use of HR technology, flexibility in HR processes, employee feedback mechanisms, and training on Agile methodologies. The research design is descriptive in nature. Primary data was collected through a structured questionnaire from 100 hospital employees across different departments and demographics. Secondary data was sourced from journals, organizational documents, and internet-based literature. Simple random sampling was employed to ensure unbiased representation. Statistical tools such as Percentage Analysis, Chi-square, Correlation, and ANOVA were used to interpret the data. This study helps the hospital understand current gaps in Agile HRM adoption and provides insights to align HR practices with modern Agile principles. Implementing the recommended changes can lead to increased staff satisfaction, improved performance, and ultimately better healthcare delivery and organizational growth.

KEYWORDS: Agile HRM, Organizational Performance, Healthcare, Employee Engagement, Human Resource Practices.

I INTRODUCTION

Agile Human Resource Management (Agile HRM) is a modern approach that enhances flexibility, collaboration, and continuous improvement in workforce management. In the healthcare sector, where adaptability is crucial, Agile HRM can significantly impact organizational performance. VHS Multi-Speciality Hospital operates in a dynamic environment requiring efficient HR strategies to improve employee engagement, operational efficiency, and patient care. This study explores the adoption of Agile HRM practices at VHS Hospital and their influence on key performance indicators such as productivity, service quality, and innovation. By analyzing adaptive workforce planning, data driven decision making, and continuous learning, the research aims to provide insights into optimizing HRM strategies. The findings will help HR professionals and hospital administrators implement agile methodologies to drive better healthcare outcomes.

Agile HRM applies the principles and mindset of agile (from software/product development) to human resources functions. In this approach, all HR processes are aligned with business goals, continuously iterated, and made flexible to adapt to change. One Indian study describes Agile HR as “an HR operational strategy that uses agile principles to implement the HR function’s processes”. In practice, Agile HR

means treating the organization (rather than rigid HR policy) as the “customer” and ensuring HR activities can quickly pivot to meet changing workforce and business needs. Key ideas include

II REVIEW OF LITERATUR

1.Wilson CD, Sathiyaseelan Balasundaram (2024) The effective management of the human resources of a hospital is essential for the delivery of high-quality healthcare services, a task that has become incredibly challenging in the wake of the COVID-19 pandemic in India. The efficient management of employees is a top priority in healthcare organizations, which is why human resources (HR) plays a pivotal role in their functioning. It includes strategies for improving employee engagement, productivity, motivation, adaptability to change, welfare, and overall health in addition to traditional HR concerns. As part of this process, conducive working conditions must be created, talent management practices must be implemented, and flexibility must be provided to meet the evolving needs of healthcare professionals. The adoption of Agile HR practices is gaining momentum among hospitals in response to the dynamic challenges they face. **2.Saleh Al Hammouri, Solahuddin Bin Ismail and Hussein Mohammed Abualrejal (2023)** In today's rapidly changing and interconnected world, governments are aware that they need to adapt their operations to effectively navigate the complexities they face. **3.Audia Junita (2020)** This article aims to analyze the domain of agile HR strategies that are oriented towards creating agile workers who play a strategic role in gaining and maintaining a sustainable competitive advantage of business in a rapidly changing market environment. Organizational agility is needed to be adaptive in responding to various dynamics of change in the business environment. **4.V.R. Ranasinghe, Y.M.S.W.V. Sangaradeniya (2021)** There is a burgeoning interest in agile HRM in the current business world as many organizations have steered their strategies and practices for agile practices in many areas in their organizations such as project management, operations management, human resource management, and beyond.

III RESEARCH METHODOLOGY

ResearchDesign:

This study employs a **descriptive research design**, which systematically examines Agile HRM Practices and Its Impact on Organizational Performance.

SamplingMethod:

A **probability simple random sampling technique** was used, targeting 100 employees in administration block.

Data Collection:

- **Primary Data:** Collected through structured questionnaires.
- **Secondary Data:** Sourced from company websites, journals, newspapers, and past research projects.

Tools for Analysis:

- **Percentage Analysis:** For understanding distribution of responses.
- **Chi-Square Test:** To examine the association between categorical variables.
- **Annova:** Comparing means across multiple groups to determine significant differences.
- **Correlation Analysis:** To assess the strength of relationships between two factors.

DurationandArea:

The research was conducted at Otto Clothing Pvt. Ltd. from

February to May. ANALYSIS AND INTERPRETATION

Correlation Analysis – to examine the relationship between variables such as agile HRM practices will positively impact your organization’s performance and HR team promotes collaboration and cross-functional teamwork

ANOVA (Analysis of Variance) – to compare perceptions across groups like HRM practices will positively impact and willing to adapt Agile HRM.

Chi-Square Test – to find association between variables like gender and satisfaction with current HRM practices.

Test	Variables Analyzed	Test Value	p-value	Significance	CONCLUSION
Correlation	Agile HRM practices will positively impact ↔ HR team promotes collaboration and cross-functional teamwork	$r = 0.136$,	0.000	Significant at 0.05 level	Negative positive correlation — H0 accepted
ANOVA	HRM practices will positively impact ↔ willing to adapt Agile HRM	$F = 0.758$	0.000	No Significant	No Differences — H0 accepted
Chi-Square	Gender ↔ Satisfied with current HR practices (e.g., MATLAB, Excel)	$\chi^2 = 0.237$ (df=7)	0.000	No Significant	No significant relationship— H0 accepted

FINDINGS

- It is found that 87% of employees believe Agile HRM will positively impact organizational performance.
- It is found that 44% of employees stated that they are neutral about the HR team promoting collaboration and cross-functional teamwork.
- It is found that 46% of employees stated that they are neutral about employee feedback being regularly considered to improve HR processes.
- It is found that 61% of employees agreed that the organization should adopt a more flexible HR approach.
- It is found that 81% of employees believes that more training should be provided on Agile HR practices.
- It is found that 88% of employees think Agile HRM can help address staffing challenges effectively.
- It is found that overall 52% of employees stated that they are willing to adopt Agile HRM practices in their organization.

SUGGESTION

- From the data analysis, it is found that 81% of employees believe more training should be provided on Agile HR methodologies, while only 42% have experienced them. So, the hospital should introduce practical Agile training sessions to build knowledge, boost adoption, and empower employees with modern HR tools.
- From the data analysis, it is found that 87% of employees believe Agile HRM practices will positively impact organizational performance, but only 52% are willing or very willing to adopt them. So, the hospital should start Agile HRM practices in departments to demonstrate success, gather feedback, and drive broader adoption gradually.
- From the data analysis, it is found that 88% of employees believe Agile HRM would help address

staffing challenges more effectively in the hospital. So, the hospital should implement Agile staffing methods like cross-training, flexible role assignments, and short-term task forces. This will help manage sudden staff shortages and improve service continuity. A more agile workforce ensures better responsiveness in critical healthcare situations.

- From the data analysis, it is found that 74% of employees agree that technology is used effectively in HRM to improve efficiency and decision-making. So, the hospital should enhance this advantage by adopting advanced HR analytics tools and automating repetitive HR tasks to support faster, data-driven decisions.

CONCLUSION

This study explores how adopting Agile Human Resource Management (Agile HRM) practices can influence the overall performance of VHS Multispeciality Hospital. In today's fast-paced healthcare environment, the ability to adapt quickly and manage people efficiently is essential. The research focuses on key areas such as flexibility in HR operations, employee involvement, responsiveness to feedback, and the integration of technology in HR processes. To gain meaningful insights, data was gathered from 100 employees using a structured questionnaire, ensuring responses from diverse roles and backgrounds within the hospital. The study followed a descriptive research design, using tools like percentage analysis, chi-square tests, correlation, and ANOVA to interpret the data. Supporting information was also collected from internal records and published resources. Findings from this research highlight the strengths and areas of improvement in the hospital's current HR practices. By embracing Agile HRM principles, the hospital can enhance employee engagement, streamline HR functions, and ultimately create a more responsive and productive work environment—leading to better outcomes for staffs.

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