



A Study on Effectiveness of Infection Prevention for Control Systems in Kauvery Hospital Salem

Mr. SIVA M

Dr. IYYAPPAN .K

DEPARTMENT OF MANAGEMENT STUDIES
KARPAGAM COLLEGE OF ENGINEERING
COIMBATORE – 641032

Date of Submission: 09-04-2023

Date of Acceptance: 23-04-2023

ABSTRACT

To analyse the performance and influencing factors of Infection Prevention Control. This research used a descriptive cross-sectional design. A total of working in several hospitals in Salem was recruited. All nurses are members of the Nurses Association of Infection Prevention Control. The participants completed an online questionnaire, which was created by using Google Form and the link was distributed through a WhatsApp Group. The performance criteria score was 50% poor and 50% well. Moreover, the reward is the most factors related to employee performance. Odds Ratio (OR) of the reward variable was 27.5, which means that a good reward had 28 a good chance to improve the performance compared to employee which received fewer rewards after controlling of other variables. The performance of employee must be further improved to encourage the better quality of services, especially in controlling infection.

I. INTRODUCTION OF THE STUDY

Healthcare-associated infection (HCAI) is one of the most common complications of health care management. It is a serious health hazard as it leads to increased patients' morbidity and mortality, length of hospital stay and the costs associated with hospital stay. Effective infection prevention and control is central to providing high quality health care for patients and a safe working environment for those that work in healthcare settings. It is important to minimize the risk of spread of infection to patients and staff in hospital by implementing good infection control programme. This document outlines the broad principles and practices of infection Control that are essential for the prevention and management of infection. The following Hospital Infection Control Policies are needed to be framed and practiced and monitored by the Hospital Infection

Control Team (HICT) and Hospital Infection Control Committee (HICC). 1. Guidelines for prevention & control of infections 2. Antimicrobial policy 3. Surveillance policy 4. Disinfection policy 5. Isolation policy 6. Policy for investigation of an outbreak of infection The overall aim of this document is to provide evidence based information in the prevention and control of infection.

PERFORMANCE MANAGEMENT:

Performance management is a process for setting up a shared understanding of what is to be achieved at an organization level. It involves the alignment of organizational objectives with the individual's agreed measures, skills, competency requirements, development plans and the delivery of results. The focus is on performance improvement through learning and development in order to achieve the overall business strategy of the organization.

Performance management is a systematic process which a manager can use to get the team members to achieve the team's objectives and targets, improve overall team effectiveness, develop performance capabilities, review and assess team and individual performance, and reward and motivate.

Effective performance management requires:

- Identifying tasks and accountabilities
- Defining competencies necessary to be successful in a position
- Ensuring that team members have the required competencies
- Having in place a system to develop competencies
- Providing timely feedback on how effectively the team members are applying their respective competencies to

Types of Performance-Management Programs



Although performance-management software packages exist, templates are generally customized for a specific company. Effective performance-management programs, however, contain certain universal elements, such as the following:

Aligning employees' activities with the company's mission and goals: Employees should understand how their goals contribute to the company's overall achievements.

Defining job-development plans: Supervisors and employees together should define a job's duties. Employees should have a say in what types of new things they learn and how they can use their knowledge to the company's benefit.

Meeting regularly: Instead of waiting for an annual appraisal, managers and employees should engage actively year-round to evaluate progress.

STATEMENT OF THE PROBLEM

Standards of cleanliness can vary enormously in domestic services and have a direct influence on the quality of care received by patients. Even though there is little empirical evidence in the current available literature, it was identified from the research findings that, hospitals that have the highest standards of cleanliness have proportionally fewer instances of Healthcare associated Infection (HAI). Raising awareness is, of course, one of the first hurdles in the struggle to reduce incidents of HAI and to improve performance in the said area. This must be addressed at all levels before HAI can be significantly reduced and controlled.

OBJECTIVES OF THE STUDY

- A Study The Performance Management Requires The Hospital In Salem
- To Understand the role and structure of infection prevention and control (IPC) programmes
- Be able to describe key indicators of IPC programmes
- Know the basics of IPC audits and policies and reports
- To obtain useful information for establishing priorities for infection control activities.

SCOPE OF THE STUDY

In the area of health delivery, Hospitals can benefit a lot from the use and supportive roles that web-based systems will enhance.

- Stock inventory management/administration.
- Patient's administration.
- Drug administration.
- Staff administration/management.

As a result, when all these are established they will in turn provide crucial information for proper management of the system.

LIMITATIONS OF THE STUDY

- This study is based on patient's management, secure access of users and hierarchy of information and integration of all users into the health care delivery process.
- As a result of resource limitations in both time and money,
- Lot of setbacks were encountered in course of this healthcare system.
- There were constraints in many areas like.
- The high cost of materials for the project and the everyday constraint increase in transportation tax during data collection affected the research work.

II. REVIEW OF LITERATURE

(Efstathiou, 2017) have been conducted to improve the compliance of hand hygiene, standard precautions, and infection control guidelines by applying various behavioural change strategies based on the behavioural science), as most healthcare associated infections are related to improper procedures or behaviours of HCWs. From this perspective, conducting qualitative research is strongly encouraged for understanding the phenomena between infection control related reactions and environment on HCWs, which will lead to constructing a new body of knowledge.

Pittet (2018) suggested that the level of knowledge on infection control cannot be regarded as an appropriate index indicating practice behaviour's. Pittet also stated that the practices of infection control guidelines were affected by many other factors. Therefore, it is desirable to identify the factors that influence the low level of knowledge and practice, develop and apply concrete programs to enhance the levels and then measure the effects of the programs rather than repeating survey research on infection control knowledge, practice and attitudes of nurses and nursing students.

Vahdat et al, (2019) with their study entitled "Essential Independent factors for developing human resource in Iran's hospitals"; the goal of this study is to identify essential factors for developing human resource in Iran's hospitals. The study was descriptive and questionnaires were used to collect data. Sixty five hospitals were chosen as a sample. Reliability of findings of this study addressed that three factors which named "welfare system", "organisation development" and developing "performance management" were essential factors for developing human resource in these hospitals.



III. RESEARCH METHODOLOGY

Meaning

It refers to the process used to collect information and data for the purpose of making business decision. The methodology may include publication research, interview, surveys and other research techniques, and could include both present and historical information.

Definition

According to industrial research institute in research methodology, research always tries to search the given question systematically in our own way and find out all the answers till conclusion. If research does not work systematically on problem, there would be less possibility to find out the final result. For finding or exploring research questions, a researcher faces lot of problems that can be effectively resolved with using correct research methodology.

RESEARCH DESIGN

To make the research systemized the researcher has to adopted certain method. The method adopted by the researcher for completing the project is called research methodology. Research is a process in which the researcher wishes to find out the end result for a given problem and thus the solution helps in future course action. The research has been

STATISTICAL TOOLS

1. Simple percentage

In this project percentage analysis test was use. The percentage method is used to know the accurate percentage of the data we took. The following formula was used

$$\text{Percentage of respondents} = \frac{\text{No of respondents}}{\text{Total no of respondents}} \times 100$$

2. Chi-square analysis

The Chi- square test is one of the simplest and most wickedly used non-parametric tests in statistical work. The quantity χ^2 describes the magnitude at the discrepancy between theory and observation.

Chi – square test

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

O = Observed Frequency, E = Expected Frequency

In generated expected frequency for any cell can be calculated from the following equation.

defined as “A careful investigation or enquire especially through search for new facts in any branch of knowledge”. To give more additional to the old research new ones are conducted.

SAMPLING TECHNIQUES

A disproportionate stratified random sampling technique has been used in sampling due to the following reasons:

- It provides information about parts of the all the area of Salem.
- It provides help in gaining performance management in infection control at hospital

SAMPLING SIZE

A sample size is guaranteed to its temperament of information assortment. Information assortment depends on the essential information is 130 respondents are taken as the example for this investigation.

DATA COLLECION

The following techniques were adopted for data collection.

Primary data

Primary data was collected through face to face interviews while filling up questionnaires. (130 respondents).

Secondary data

Relevant information was gathered from magazines, newspapers and project reports that formed the secondary data.



$$E = \frac{RT * CT}{N}$$

E = Expected frequencies

RT = The Row Total for the Row containing the cell

CT = The Column Total for the Column containing the cell.

N = The total number of observation.

The calculated value at Chi-square. Is compacted with the table value χ^2 given degrees of freedom at a creation specific level of significance. If at the stated level the calculated value χ^2 is more than the table value of χ^2 , the difference between to be significant, otherwise it is insignificant.

3. Correlation:

Correlation is computed into what is known as the correlation coefficient, which ranges between -1 and +1. Perfect positive correlation (a correlation co-efficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction. Alternatively, perfect negative correlation means that if one security moves in either direction the security that is perfectly negatively correlated will move in the opposite direction. If the correlation is 0, the movements of the securities are said to have no correlation; they are completely random.

$$r = \frac{\sum XY}{\sqrt{(\sum X^2)(\sum Y^2)}}$$

4. Anova

Appraisal of progress, or ANOVA, is a solid certified method that is utilized to show capability between at any rate two systems or parts through importance tests. It likewise shows us an approach to manage make various appraisals a few group induces. The Anova test is performed by seeing two sorts of grouping, the variety between the model derives, comparatively as the combination inside the entirety of the models. Under alluded to equation watches out for one way Anova test encounters:

$$F = \frac{MST}{MSE}$$

IV. FINDINGS

- It is found that the respondents 76.3% are well aware of the hospital, the hospital provides good Quality of service to the patients.
- The 24.4% patients are highly satisfied by the prior information provided towards the discharge advice by doctors.
- It helps the patient as the hospital gives the intimation regarding discharge in advance and by submitting complete record of the patient.

- It helps the 53.1% patient as the hospital provides handover of the discharge summary to the patient.

V. SUGGESTIONS

- The growing need for improved clinical outcomes and quality of care has highlighted the importance of standards of care and managing the performance of health workers.
- However, poor practices in the implementation of PM systems within the health sector have been shown to have a negative impact on employees' perceptions of fairness and accountability, which in turn leads to high staff turnover and poor clinical outcomes.
- To ensure health workers are adequately trained and rewarded for meeting the needs of existing health care systems.

VI. CONCLUSION

Most reports were quantitative studies and the majority of them were descriptive studies. Most descriptive studies were conducted on the knowledge, attitude, and performance of infection control. The most common subjects of research were infection control measures for pathogens. To enhance the quality of infection control studies and establish infection control studies as a nursing knowledge body, meta-analyses and systematic literature reviews as well as quantitative studies are needed. Further research is needed to identify factors influencing effective infection control and to develop intervention strategies

BIBLIOGRAPHY

- [1]. Human Resource Management, S P Robbins & Decengo, 6th edition Wiley Publisher
- [2]. Human Resource Management in Hospital S D Goral 1st Edition PHI
- [3]. Hospital Planning facilities & management by G D Kunder, 1st edition, Tata McGraw Hill



- [4]. Human Resource Management, V S P Rao, Exel Book, 2nd edition.
- [5]. Hospital Performance management, 1st edition, JP Publisher.

REFERENCE:

- [6]. Taguchi et al. (2010)1 using behaviour change in hygienic healthcare system
- [7]. Efstathiou, G., Papastavrou, E., Raftopoulos, V., & Merkouris, A. (2011). Factors influencing nurses 'compliance with standard precautions in order to avoid occupational exposure to microorganisms: A focus group study. *BMC Nursing*,10(1), 1e12.
- [8]. Griffis, 2013) introduces an evidence-based infection control guide. 81(3), 174-176.

WEBSITE

- [9]. <https://www.kauveryhospital.com/>