

BENEFITS AND PRESENT STATUS OF TRAINING AND DEVELOPMENT IN THE HEALTHCARE INDUSTRY

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ABSTRACT

This article provides review of Impact of Training and Development in Indian Healthcare. We review the literature focusing on the benefits of training and development for individual and team, organization and society. India is the second most populous country in the world and the healthcare structure in the country is over burdened by increasing population, because off the death rate has declined but the birthrate continue to be high in most of the states. Expenditure on health by the government continues to be low. It is not viewed as an investment but rather as dead loss. India faces the challenge of sustaining adequate level, skill mix, quality and distribution of human resources for health, across states and especially in poorer rural areas. Rural areas are served by over a million rural practitioners, many of whom are not formally trained or licensed. Since the most disadvantaged are more likely to receive treatment from less qualified providers, India's human resources for health challenge present a further hurdle for assuring equity in healthcare.

KEYWORDS: Quality Improvement, Health Challenge, Equity in Healthcare