

# EXPLORING THE IMPACT OF JOB TRANSFER ON CAREER PROGRESSION AMONG HEALTHCARE WORKERS IN KASHMIR DIVISION.

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## ABSTRACT:

The present research is designed to look at the impact of job transfers on one's professional growth. Towards this end, a survey of 103 medical and paramedical workers at the Sher-i-Kashmir Institute of Medical Sciences (SKIMS) and the Shri Maharaja Hari Singh Hospital (SMHS) in Kashmir division was carried out. Two well-known Super-Specialty hospitals in Kashmir serve as models for this study. Job rotation was shown to have four separate aspects based on factor analysis, namely interest, professional knowledge, technical knowledge, and administrative knowledge, while career growth was found to be unitary based on factor analysis. The findings of multiple regression revealed that all factors of job transfer/rotation, with the exception of professional expertise, had an impact on career progression. The implications of the results, as well as the study's possible limitations and recommendations for further research, are examined in detail.

**KEYWORDS:** Career development, Job rotation, knowledge and skills, Healthcare, Medical and Para-Medical employees.

## INTRODUCTION:

Due to the wide range of individual professional requirements and the diversity of career progression resources accessible, the procedure of professional advancement in an organisation depends on a number of initiatives. Assessing centres, career guidance, cross-training, flextime and a broad range of other career-related activities are the most often utilised tools for professional development (Olorunsola, 2000; Thamhain, 1992). Many companies have utilised job rotation as a way to inspire their staff by offering a diversity of tasks and fostering a sense of community among their employees (Susan, 1996). Job transfer/rotation has long been advocated as an effective means of encouraging personnel career and educational advancement (Campion, Cheraskin & Stevens, 1994). According to Cosgel and Miceli (2000), the practise of job rotation leads to the achievement of organisational operations. There is, meanwhile, a dearth of research on the impact of job transfer/rotation on career advancement in Kashmir's healthcare sector (Raduan, 2002; Lai Wan, 2001). The job transfer/rotation, on the other hand, was highlighted by Raduan (2002) as one of the most important components of employee T&D programmes. In the end, these studies did not explore the effect of job rotation on career growth in the healthcare industry explicitly. As a result, this paper advances a gap in the literature on job rotation within the healthcare context, with particular reference to Division Kashmir, by using the job transfer/rotation model by Campion et al. (1994) to examine the impact of job rotation on career development prospects among Medical and Para-Medical Professionals of Kashmir.

## REVIEW OF LITERATURE:

Job rotation is the process of moving personnel from one position to next or from one division to another within a company/organization on a regular basis (Olorunsola, 2000). When an employee's work is transferred to a new area of responsibility, it's meant to improve the employee's expertise. Many studies have defined job rotation/transfer in a larger context from the standpoint of HRM. According to Noe and Ford (1992), job rotation/transfer provides employees with a comprehensive perspective on organisational objectives, a matrix of connections inside and outside the industry, and an opportunity to strengthen employee abilities. Another justification for this is that workers may utilise the knowledge and skills they get from one activity to enhance their performance on other activities (Lindback & Snower, 2000). To achieve particular individual and organisational objectives, career improvement is defined as offering information to workers about their career options, assisting them locate progression

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prospects and encouraging job satisfaction (Kirk, Downey, Duckett, & Woody, 2000). To maintain or boost operational efficiency, a career development programme may also be employed to walk a fine line amongst individual career requirements and organisational manpower demands. In plenty of other terms, businesses may use career development efforts to entice and keep the finest workers by helping them find their professional interests and talents. A number of studies have shown that employee development events in the workplace are directly linked to training programmes, such as job rotation/transfer procedures (Wright & Belcourt, 1994).

Yes, career development programmes if correctly structured might generate some amount of employee engagement in training and career guidance, claimed by Noe and Ford (1992). According to Wright and Belcourt (1994), Job transfer/ rotation with on-the-job-training (OJT) approaches is the dominant tool for employee growth in a company. It was proposed that learning by performing,

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