

## **A STUDY ON CHALLENGES AND OPPORTUNITIES TOWARDS IMPLEMENTATION OF ELECTRONIC HEALTH RECORDS (EHR) IN HEALTH CARE INDUSTRY AT KODAGU**

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**Abstract**—This topic helps in study the challenges and opportunities for Human Resource Management in implementing electronic health records in Kodagu district health care industry. At present Kodagu, health care industry does not have implemented electronic health records in their services. This study helps in analyse the problems and opportunities in implementing electronic health records in Kodagu, health care industry.

**Keywords**—Economy, Electronic Health Records, Health Care, Human Resource Management, Stakeholders.

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### **INTRODUCTION:**

The human services industry (additionally called the clinical business or wellbeing economy) is a total and coordination of areas inside the financial framework that gives merchandise and ventures to treat patients with corrective, preventive, rehabilitative, and palliative consideration. It joins the age and commercialization of items and adventures crediting themselves to keeping up and re-establishing prosperity. Finding the correct HR innovation for your business is like looking for another advanced mobile phone – in any event with regards to figuring out what you are searching for in a framework. OK purchase another advanced cell without first placing some idea into how you intend to utilize it or what you need it for in any case? Presumably not.

Odds are, you will invest some energy pondering the highlights and capacity limit you need at the present time and later. You will likely gauge the advantages and disadvantages of various brands, considering things like sound quality, organize unwavering quality, the administration agreement and potential for updates. At last, you will look at costs and decide the best an incentive for your requirements. Whatever alternatives you pick you wish; you are fundamentally situating your advanced mobile phone innovation along with your own and business objectives for the gadget. A similar essential standard remains constant for time unit innovation. The amount and nature of the numerous human services intercession's region unit improved through the consequences of science, as cutting edge through the clinical model of wellbeing that centers around the crash of unwellness through recognizable proof and powerful treatment. A few important advances are made through wellbeing investigation, medication examination and pharmaceutical investigation, that thoughtful the thought for proof-based drug and proof based apply in wellbeing flexibly. Human services examination of connects legitimately with patients, and all by itself issues for United Nations organization to have communication and the best approach to have association with them become important to consider once trying to effectively epitomize them in contemplates. While single best apply does not exist, the aftereffects of a logical audit on tolerant commitment suggest that examination ways for quiet decision got the chance to represent every patient availability and air to have association.

Wellbeing administrations examination will cause bigger power and only conveyance of human services mediations, as cutting edge through the social model of wellbeing and insufficiency that underscores the social changes which will be made to make populaces more advantageous. Results from wellbeing administrations investigation regularly kind proof-based strategy in medicinal services frameworks. Wellbeing administrations examination is furthermore power helped by activities inside the field of processing for the occasion of frameworks of wellbeing evaluation that territory unit clinically accommodating, opportune, delicate to differ, socially touchy, low weight, ease, built into typical strategies,

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and include the patient.

This project helps in study of human resource challenges and opportunities in implementing the electronic health records in health care industry at Kodagu. Kodagu district is a small district which is still developing it has many problems in health care industry also. There are no proper health services available in Kodagu. There is high ratio of poor people in this district and EHR does not help them also. There are also several human resource problems in implementing EHR in Kodagu.

### **AN OVERVIEW OF LITERATURE ON IMPLEMENTATION OF ELECTRONIC HEALTH RECORD AT KODAGU**

There is lack of penetration of electronic health records system in rural areas like Kodagu. Electronic health record system is facing relatively high constraint from human resource management. It is been facing high risk of staff shortages, turnover rates, employee burnout and training and development problems. Initially acquainted as another with paper clinical records, to make putting away and getting to quiet information simpler, electronic documents have a spread of additional endowments. For one, putting away records electronically wipes out the peril of burglary, malposition, injury or change of delicate data. Missteps and mistakes caused because of penmanship and decipherability issues might be dispensed with computerized records moreover.

Doctors will refresh persistent information progressively, giving elective guide experts partner degree modern, right patient document. This electronic record will associate every practicing or authority worried all through an individual patient's guide. Coherence is fantastically valuable, especially once a patient switches provider or sees a fresh out of the new plastic medico because of it gives doctors a nearby foundation of the patient's case history, rather than expecting them to start without any preparation.

EHRs square measure ground-breaking structure instruments that encourage help tolerant information exactness. Here is a quick recap of how EHR implementation helps:

- Makes getting to understanding information simpler
- Reduces the risk of burglary of touchy data
- Lowers botches because of penmanship
- Update and access persistent information continuously
- Continuity of treatment
- Interoperability
- Quick access to quiet records
- Increase treatment adequacy
- Recommends potential treatment decisions
- Patient gateways offer patients access to their clinical subtleties
- Makes persistent doctor correspondence higher
- Improves preventive consideration
- Righter Patient information

### **OBJECTIVES OF THE STUDY**

- To list the challenges faced by Health care industry toward implementation of EHR
- To Study the awareness among the stake holders about EHR in Health Care at Kodagu.

### **RESEARCH METHODOLOGY**

Testing is the determination of tests from people inside a measurable population. It is utilized in factual investigation. Here we take a lot of tests from a bigger gathering. This encourages the inspecting procedure. In this research the study investigation done through a structured questionnaire.

**Sampling**

It is the type of selecting a sample of respondents out of the available samples for the research, as there are various sampling designs available for the research, for this project I have selected simple stratified random design for the selection of respondents from the available samples.

As test is an agent part of the populace. An example of 126 respondents all-out has been arbitrarily chosen. The reaction to different components under each question were added up to with the end goal of different measurable testing.

**Sources of Data:**

The structured a poll and got it filled by the respondents and at circumstances I have utilized essential technique for information assortment - By Observation and through Personal Interview. These respondents were health care professionals, patients, prospects, and suspects.

**Primary Information:**

Primary data is collected through personal interview through Questionnaire Method and observation method and taking their regard to the topic of the study.

**Secondary information:**

Secondary information is collected through reference of books and various healthcare related websites. Gone through the various reports and articles published in the websites and other relevant document. Related information from Internet.

**DATA ANALYSIS AND INTERPRETATION:**

**TABLE 1: GENDER OF THE RESPONDENTS**

<i>Gender</i>	<i>Frequency</i>	<i>Percentage</i>
Male	73	58
Female	53	42
Total	126	100%

The above table shows the gender classification, out of 126 respondents, 73 are male and other 53 are female respondents.

**TABLE 2: AGE OF THE RESPONDENTS**

<i>Age</i>	<i>Frequency</i>	<i>Percentage</i>
20-30	20	16
30-40	49	39
40-50	45	36
Above 50 Years	12	9
Total	126	100

The above table shows the age of the respondent, out of 126 respondents, 20 are 20-30age, 49 are 30-40 age, 45 are 40-50 age, and rest 12 are above 50 age.

**TABLE 3: DESIGNATION OF THE RESPONDENT**

<i>Occupation</i>	<i>Frequency</i>	<i>Percentage</i>
HR People	60	48
Physicians	25	20
Office Staff	15	11
Nurses	10	8
Technicians	16	13
Total	126	100

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The above table shows the occupation of the respondents, out of 126 respondent 60 are hr people, 25 are physicians, 15 are office staff, and other 10 are nurses and 16 are technicians.

**TABLE 4: OPINION BY THE RESPONDENT ABOUT IMPLEMENTATION OF EHR**

<i>Opinion</i>	<i>Frequency</i>	<i>Percentage</i>
Strongly Agree	23	18
Strongly disagree	63	50
Neutral	30	24
Somewhat agree	10	8
Total	126	100

Out of 126 respondents, 23 respondents strongly agree, 63 respondents strongly disagree, 30 respondents are neutral and 10 are somewhat agree with implementation of EHR.

**TABLE 5: VISITING PERIOD OF THE RESPONDENT**

<i>Opinion</i>	<i>Frequency</i>	<i>Percentage</i>
Daily	64	51
Monthly	40	32
Occasionally	22	17
Once in a year	-	-
Total	126	100

The above table shows the visiting period of the respondents, out of 126respondents, 64 respondents monthly, 40 respondents once in six months, rest 22 occasionally visit the hospital.

**TABLE 6: OPINION BY THE RESPONDENT ABOUT IMPLEMENTATION OF EHR**

<i>Opinion</i>	<i>Frequency</i>	<i>Percentage</i>
Strongly Agree	23	18
Strongly disagree	63	50
Neutral	30	24
Somewhat agree	10	8
Total	126	100

Out of 126 respondents, 23 respondents strongly agree, 63 respondents strongly disagree, 30 respondents are neutral and 10 are somewhat agree with implementation of EHR

**TABLE 7: DOES IMPLEMENTATION OF EHR HELPFUL TO KODAGU PEOPLE**

<i>Opinion</i>	<i>Frequency</i>	<i>Percentage</i>
Satisfied	25	20
Neutral	40	32
Less satisfied	35	28
Not at all satisfied	26	20
Total	126	100

The above table shows the respondents satisfaction about EHR, out of 126 respondents, 25 respondents are satisfied, 40 are neutral, 35 are less satisfied, and 26 are not at all satisfied.

**TABLE 8: FEAR OF DATA PRIVACY**

<i>Data Privacy</i>	<i>Frequency</i>	<i>Percentage</i>
Sometimes	60	48
Often	36	28
Not yet all	30	24
Total	126	100

Out of 126 respondents, 60 say they fear of data security, 30 say often, and 30 say that they do not fear of privacy

**TABLE 9: DOES EHR HELPFUL IN THE ADVANCEMENT OF TREATMENT**

<i>Advancement of treatment</i>	<i>Frequency</i>	<i>Percentage</i>
Sometimes	58	46
Often	47	37
Not yet all	21	17
Total	126	100

Out of 126 respondents, 97 respondents agree that of times implementation of EHR helps in advancement of treatment, 20 of respondents say that often and 12 respondents say that it does not improve or helps.

**TABLE 10: DOES IMPLEMENTATION OF EHR HELPFUL IN REDUCTION OF WORKTIME AND BURDEN**

<i>Reduction of worktime and burden</i>	<i>Frequency</i>	<i>Percentage</i>
Agree	40	32
Strongly Agree	52	41
Neutral	7	6
Strongly Disagree	19	15
Disagree	8	6
Total	126	100

Out of 126 respondents 40 are agree, 52 strongly agree, 7 respondents are neutral, 19 strongly disagree and 11 respondents disagree.

**FINDINGS:**

- It is understood from the survey of gender category that most of respondents are male.
- From the study it is understood that most of the respondents are 30-40 and 40-50 age.
- The study discloses that most of the respondents are HR people and office staffs.
- The study reveals that the respondents strongly disagree in the opinion about the implementation of EHR.

**CONCLUSION:**

So, after all the survey data analysis and findings I found out some concrete conclusion about the hr challenges and opportunities towards implementation of Electronic Health Records (EHR) in health care industry at Kodagu. And hence I conclude that EHR facility is very important in health care industry in a small district like Kodagu, but implementation of new technology creates a lot of challenges for hr management. It also has some advantages also. Proper planning is very important for the implementation of EHR. But in Kodagu if EHR should be implemented at first the hr should educate about the importance of it to people. EHR in social insurance has an exceptional task to carry out in a rustic

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advancement a genuine test for we Indians. The things they never realized before are the regular things of utilization example of these. Truth be told, EHR has changed the very ways of life of these provincial individuals. Today India is world's tenth in human services area quick creating nation. As an exceptional nation having confidence in fair communism, it has developed from solidarity to quality mechanically in various size gatherings, to be specific, little, medium, and huge both private and open. This development of enterprises has required mass advertising endeavours and innovation are discovering places in new markets through human services.

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