

A Study On Determining The Various Human Resources Involved In The Process And Procedures Of Organ Transplantation – Literature Review

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Abstract

Human Resource Management include right from lower, middle and top level management and all unskilled, skilled, clerical, technical, managerial and professional employees of an organisation. A successful health care management is achieved by a proper human resources planning. The study will reveals the various human resources involved in the process of organ transplantation. The process involved in organ procurement and transplantation is very complex that requires multidisciplinary coordination and teamwork.

Key words: Human Resource Management, Organ Transplantation,

Introduction

Human resources are defined in the Oxford Dictionary as personnel of a business or organization, regarded as a significant asset in terms of skills and abilities and Management as the process of dealing with or controlling things or people. Thus Human Resource Management (HRM) is a process of dealing and controlling the personnel of an organisation with regard to their skill and abilities to the organisation goals. Beyond as an administrative necessity and cost incurring department, the Human Resource Management Department creates a value added services by providing highly skilled, well motivated, flexible workforce to the organisation. As a comprehensive function HRM includes right from lower, middle and top level management and all unskilled, skilled, clerical, technical, managerial and professional employees of an organisation.

As per the World Health Organisation, Health is defined as a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity and Health

professionals as professionals who play a central and critical role in improving access and quality health care for the population. They provide essential services that promote health, prevent diseases and deliver health care services to individuals, families and communities based on the primary health care approach

Organ transplantation in India

The First India's organ transplant was conducted in the 1970s and it was kidney transplantation (Shroff S, 2009). There is a gradual rise in the number of transplants done annually. Around 5000 kidneys, 1000 livers, and around 50 hearts are transplanted annually in India (Hashraj S, 2013)

There is organ donation rate in India is 0.26 per million when compared to best performing countries such as Croatia's 36.5, Spain's 35.3, and America's 26 per million, respectively (Times View 2013)

With 1 per million-donation rate, India would have 1100 organ donors or 2200 eyes, 2200 kidneys, 1100 livers, 1100 pancreas, and 1000 hearts. This should take care of almost all current demands for organs. At a 2 per million-donation rate, there would be 2200 organ donors and the above figures would double. Then, there would be no necessity to undertake living kidney donations (Nallusamy et, al., 2018)

There is a need of roughly 2,00,000 kidneys, 50,000 hearts, and 50,000 livers for transplantation each year. (Hashraj S, 2013)

Statement of the Problem

A successful health care management is achieved by a proper human resources planning. The study will reveals the various human resources involved in the process of organ transplantation. The process involved in organ procurement and transplantation is very complex that requires multidisciplinary coordination and teamwork. To prevent error during the processes, teamwork, education and training might play an important role. These aspects have not been clearly explored so far. Hence, the present study is making an attempt in this direction to understand the human resources involved in health care industry through a literature review.

Research Methodology

The study is based on the secondary data collected through Magazines, National and International Journals, newspaper, internet and Human Resource Management and Renal Transplantation books etc.

Healthcare Industry

Hospitals, medical devices, clinical trials, outsourcing, telemedicine, medical tourism, health insurance and medical equipment are the important components of Healthcare industry. The healthcare sector is growing at a steady pace due to the improved coverage, services and increasing expenditure by public as well by the private players.

The healthcare delivery system in India can be categorised into two major components such as public and private. The Public healthcare system run by government comprises limited secondary and tertiary care institutions in major cities and also focuses on basic healthcare facilities in the form of Primary Healthcare Centres (PHCs) in rural areas. Whereas the private sector provides majority of secondary, tertiary and quaternary care institutions with a major concentration in metros, tier I and tier II cities.

With the ever changing competitive environment, the healthcare industry faces the major challenges such as Change Management, Leadership Development, Staffing Challenges, Performance Management and Appraisal and Reward and Recognition (Manimaran. A et.al 2016).

Human resources in health care services

Human resources, when pertaining to health care, can be defined as the different kinds of clinical and non-clinical staff responsible for public and individual health intervention (WHO 2000). The multidisciplinary approach in health care delivery system tends to be more focused around very specific professional disciplines, with health care planning on the top-down and always dominated by medical professionals. The professional (usually a physician) always determines the care and directs the patient and other health care specialists & allied professionals (aides, support workers). Interdisciplinary health care is always a patient-centred approach where the human resources involved, including the patient, have input into the decisions being made.

Process of Organ transplantation

The ideal process of organ donation and transplantation involves educating the general public and healthcare professionals about organ donation, medical optimization of critically ill patient, family support & communication, identification of potential donor, declaration of death, planned family approach, optimization of end-organ function through clinical donor management, matching, allocation and centralisation of organ distribution/sharing, logistical and administrative planning, surgical recovery of organs and tissues, transplantation procedure and case follow up through after action reviews, donation councils, clinical leadership meetings (Wojda TR et.al.,2017)

Human resources in transplantation process

A multi-disciplinary team across more than one hospital is involved in the complex organ procurement and transplantation process. In this complex process of organ transplantation, well trained transplant coordinators play a vital role in early interactions with the family and a gradually escalating, stepwise approach towards organ donation.

Physicians, nurses in Critical Care Unit, Intensive Care Unit and Operation Theatre should have updated knowledge and understanding of the overall transplantation process, in both medical and social interactions. Professionalism, team development and Team communications clearly emphasizes that Physicians and ICU nurses have a fundamental responsibility to establish care and support for the patient and their relatives. Follow-up includes case reviews with physician leaders and clinical staffs in addition to sharing donation outcomes and up-to-date process quality data at donation council meetings, as well as other standing clinical forums are also more important in the successful outcome in transplantation procedure.

Appointment of a transplant coordinator has been made mandatory for all transplant centres. They help in counselling of families for taking consent for organ donation and coordinate the process of donation and transplantation. They should be employees of the registered hospital and possess qualifications related to medicine, social work or public health (Srivastava et.al, 2018)

As members of the multidisciplinary team, social workers, transplant surgeon, transplant physician (i.e., nephrologist), registered nurse transplant coordinator, nutritionist, pharmacist, as well as the in-patient nursing and allied health staff caring for the transplant patient or living donor collaborate each other's and even Psychiatrists and clinical psychologist may also be a part of the team. Of course, the patient and family are critical members of the team as well (Healio Nephology News & issues, 2014)

The phases involved in the process of organ transplantation can be grouped into three categories
Evaluation Phase: The potential recipient and the donor is evaluated as a pre-surgery preparation process. In this phase the transplant coordinator, Nephrologists, surgeon, Physician assistants, social worker, dialysis technician, dietician, financial counsellor, Pharmacist, Laboratory technician are involved along with the patient, donor and their care givers

Peri-operative phase: During this phase, the patient is admitted as an inpatient, during which, along with the evaluation phase team anaesthetist, nurses and surgeons from various specialities such as urology, gastroenterology, vascular surgery etc are involved for successful outcome of the surgery.

Post-Transplantation / Follow up phase: At this stage a multidisciplinary team formed in both the evaluation and peri-operative phase are involved for the surgical healing, immunosuppressant control and mental support for both the patient and caregivers.

In India, the state and central government plays an important role in both the living and brain dead organ donation and transplantation process to maintain ethical and legal standards. Regulation of transplant activities by forming an Authorization Committee and Appropriate Authority in each State or Union Territory based on the Transplantation of Human Organs act and the newly passed Gazette by the Government of India. The others human resources who are involved in the organ transplantation process are the members of Non-Governmental organisations.

Limitations of the Study

This study is restricted to Human Resource involved in organ transplantation process in the already existing reviews of survey. The study is restricted to secondary data only.

Conclusion

This study is entirely constructed with help of various viewpoints of the experts in concern about organ donation, organ transplantation process and Human Resource Management. It provides a bird's eye view about the process of organ transplantation and various human resources involved in the process for successful outcome in the patient care.

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