
**THE ROLE OF HUMAN RESOURCE MANAGEMENT IN
MAINTAINING WORKPLACE HYGIENE: A STUDY AT GUNAM
HOSPITAL, KRISHNAGIRI**

*¹Mrs. Janaki S., ²Kanimozhi J.

¹Assistant Professor, Department of Management Studies, Adhiyamaan college of
Engineering (Autonomous), Hosur, Tamil Nadu, India.

²II Year MBA, Department of Management Studies, Adhiyamaan college of Engineering
(Autonomous), Hosur, Tamil Nadu, India.

Article Received: 07 March 2026, Article Revised: 27 March 2026, Published on: 17 April 2026

***Corresponding Author: Mrs. Janaki S.**

Assistant Professor, Department of Management Studies, Adhiyamaan college of Engineering (Autonomous), Hosur,
Tamil Nadu, India.

DOI: <https://doi-doi.org/101555/ijrpa.7606>

ABSTRACT

Workplace hygiene is a critical determinant of employee safety, organizational efficiency, and service quality, particularly in healthcare institutions where the risk of infection transmission is high. This study examines the role of Human Resource Management (HRM) in maintaining workplace hygiene at Gunam Hospital, Krishnagiri. The research focuses on HR policies, employee awareness, training programs, and hygiene practices implemented within the hospital. Drawing on theoretical frameworks such as Maslow's Hierarchy of Needs, Herzberg's Two-Factor Theory, Occupational Health and Safety principles, and Infection Control Theory, the study highlights the significance of hygiene as a fundamental organizational requirement. The findings suggest that HR plays a vital role in promoting hygiene standards through training, policy implementation, and employee engagement. The study also identifies gaps in employee awareness and the need for continuous monitoring and improvement. The research contributes to the limited literature on HR's role in workplace hygiene in regional healthcare settings.

KEYWORDS: Workplace Hygiene, Human Resource Management, Infection Control, Employee Safety, Healthcare Management.

1. INTRODUCTION

Workplace hygiene is a fundamental aspect of organizational management that ensures a clean, safe, and healthy working environment. It includes sanitation practices, waste management, and maintenance of workplace cleanliness to prevent health hazards and improve employee productivity.

In healthcare institutions, workplace hygiene assumes greater importance due to the high risk of infection transmission. Hospitals must maintain strict hygiene standards to prevent hospital-acquired infections and ensure patient safety. Practices such as surface disinfection, sterilization of medical equipment, biomedical waste management, and personal hygiene among staff are essential components of hospital hygiene.

Human Resource Management (HRM) plays a crucial role in maintaining workplace hygiene by developing policies, conducting training programs, and promoting awareness among employees. HR departments ensure compliance with hygiene standards and contribute to creating a culture of safety and cleanliness.

This study aims to analyze the role of HR in maintaining workplace hygiene at Gunam Hospital, Krishnagiri, with a focus on employee awareness, training effectiveness, and hygiene practices.

2. Review of Literature

Recent studies indicate significant advancements in workplace hygiene practices, particularly through the integration of technology. Morgan (2025), Reed (2025), and Watson (2025) highlight the role of digital monitoring systems and artificial intelligence in improving sanitation and reducing human error.

The role of HR in hygiene management has been emphasized by Parker (2024) and Turner (2024), who argue that HR-driven training and organizational culture are essential for sustaining hygiene practices. Perez (2024) and Walker (2023) stress the importance of supervision and regular inspections.

Studies by Baker (2024) and Mitchell (2023) demonstrate that proper cleaning and sterilization of medical equipment reduce contamination risks. Evans (2023) and Johnson (2023) highlight the effectiveness of infection control protocols in reducing hospital-acquired infections.

Research also underscores the importance of waste management and sanitation facilities. Martin (2023) and Green (2022) emphasize safe waste disposal and proper infrastructure.

Employee training and awareness are identified as key factors influencing hygiene compliance. Harris (2023), Roberts (2022), and Lewis (2022) conclude that continuous training improves adherence to hygiene standards.

Leadership and teamwork also play a significant role. Adams (2022) and King (2022) note that leadership support and coordination among departments enhance hygiene management.

Research Gap

Although existing literature extensively covers workplace hygiene and infection control, limited research focuses specifically on the role of Human Resource Management in implementing hygiene policies. Additionally, there is insufficient emphasis on employee participation, awareness levels, and training effectiveness.

Most studies are conducted in large urban hospitals, leaving a gap in understanding hygiene practices in regional healthcare institutions. This study addresses these gaps by focusing on HR practices and hygiene management in Gunam Hospital, Krishnagiri

3. Objectives of the Study

1. To examine the role of HR in maintaining workplace hygiene.
2. To analyze employee awareness of hygiene practices.
3. To evaluate the effectiveness of training programs related to hygiene.
4. To study hygiene practices followed in the hospital.

Here is a **simple and clear overview of your Research Methodology** suitable for journal use (concise and easy to understand):

4. Research Methodology (Overview)

This study uses a systematic approach to examine the role of the Human Resource (HR) department in maintaining workplace hygiene at Gunam Hospital, Krishnagiri. A **descriptive research design** was adopted to understand existing hygiene practices, employee awareness, and HR initiatives in the hospital.

Both **primary and secondary data** were used in the study. Primary data were collected through a structured questionnaire from 150 respondents, including doctors, nurses, administrative staff, housekeeping staff, and patients. Secondary data were gathered from journals, books, and previous research studies.

The study applied a **convenient sampling method**, selecting respondents based on their availability and willingness to participate. The questionnaire included questions related to

hygiene awareness, sanitation practices, infection control, and HR training programs, using simple scales such as Yes/No, rating scales, and satisfaction levels.

For data analysis, statistical tools such as **percentage analysis, correlation, regression, ANOVA, and chi-square tests** were used to interpret the responses and identify patterns.

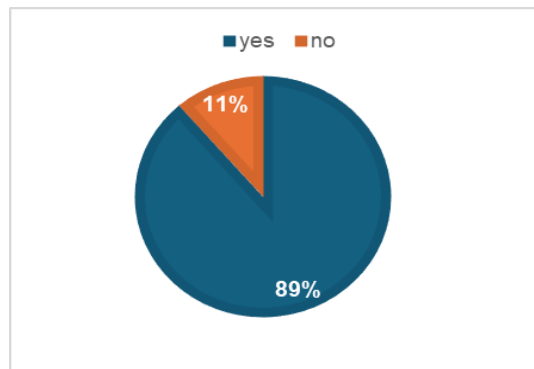
The study focuses on evaluating the effectiveness of HR policies and training programs in maintaining workplace hygiene, while also identifying gaps in awareness and practices. However, the findings are limited to one hospital and may not be applicable to all healthcare institutions.

5. ANALYSIS AND INTERPRETATION

5.1 Percentage Analysis

Percentage analysis is used to convert collected data into percentage form for easy interpretation. The data were collected from 150 respondents at Gunam Hospital, Krishnagiri.

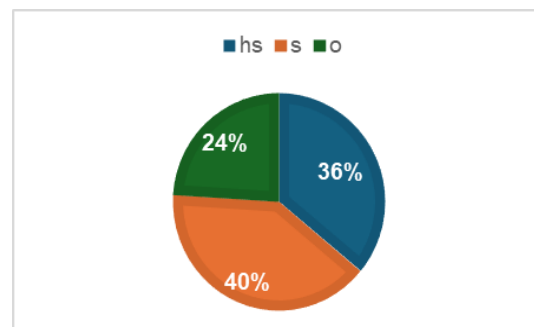
1. Awareness of Hygiene Policies (Yes/No)



Interpretation:

shows that a majority of respondents (88.7%) are aware of workplace hygiene policies, while a small proportion (11.3%) are not aware, indicating a high level of policy awareness among employees.

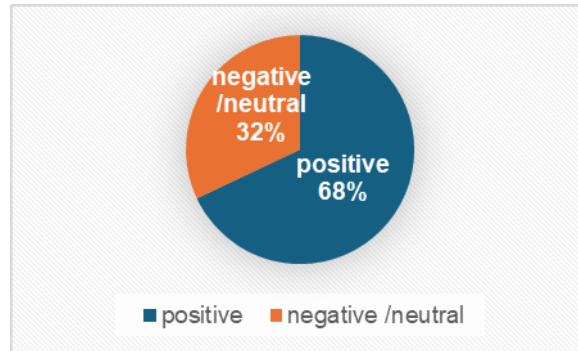
2. HR Training Satisfaction (HS–HD)



Interpretation:

reveals that a majority of respondents fall under satisfied (40%) and highly satisfied (36%) categories, while a smaller percentage expressed neutral or negative opinions, indicating overall positive perception of HR training programs.

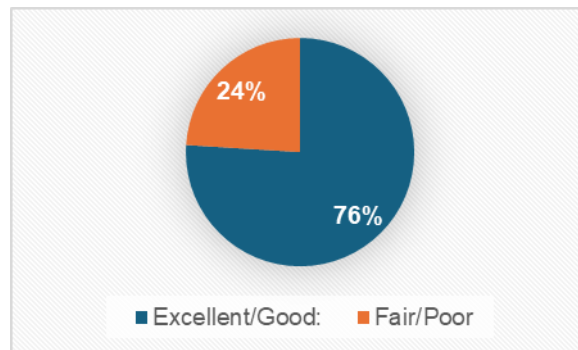
3. Availability of Hand Sanitizers



Interpretation:

indicates that approximately 68% of respondents are satisfied with sanitation facilities, whereas about 32% reported neutral or dissatisfied responses, highlighting adequate but improvable facilities.

4. Overall Cleanliness Rating



Interpretation:

shows that a majority of respondents (76%) rated hospital cleanliness as good or excellent, while 24% rated it as fair or poor, indicating a generally clean environment with scope for improvement.

5.2 HR Training and Awareness

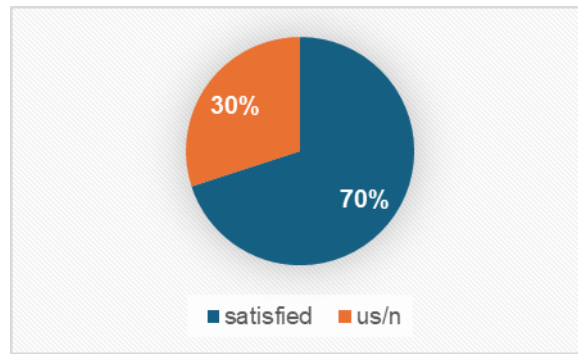


Figure 1: HR Training Programs.

Figure 1 shows that a majority of respondents fall under the satisfied category regarding HR training programs, indicating that the training initiatives conducted by the HR department are effective in promoting workplace hygiene.

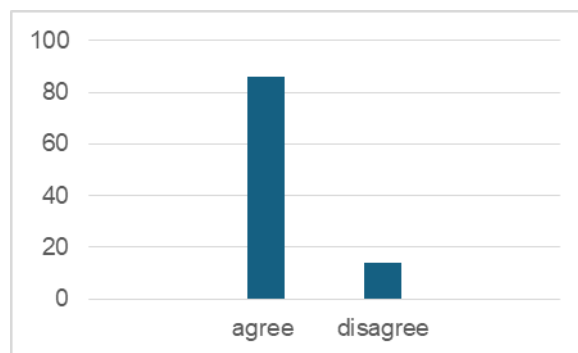


Figure 2: Training Improves Awareness.

Figure 2 indicates that most respondents (86%) agreed that training programs improve hygiene awareness, while only a small proportion (14%) disagreed, reflecting the positive impact of training on employee knowledge and practices.

5.3 Workplace Hygiene Practices

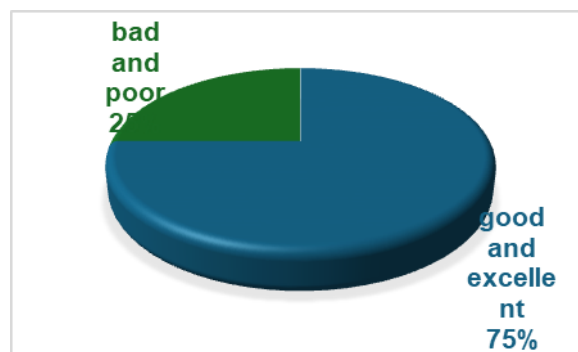


Figure: Overall Workplace Hygiene Rating

Figure shows that a majority of respondents (over 75%) have given a positive rating (good to excellent) for workplace hygiene, while a smaller proportion reported neutral or negative responses.

5.4 Overall Awareness (4 Figures)

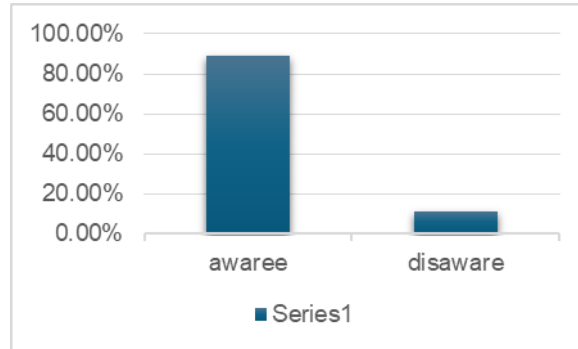


Figure 1: Awareness of Policies.

Figure 1 shows that a majority of respondents (88.7%) are aware of workplace hygiene policies, indicating a high level of awareness among employees.

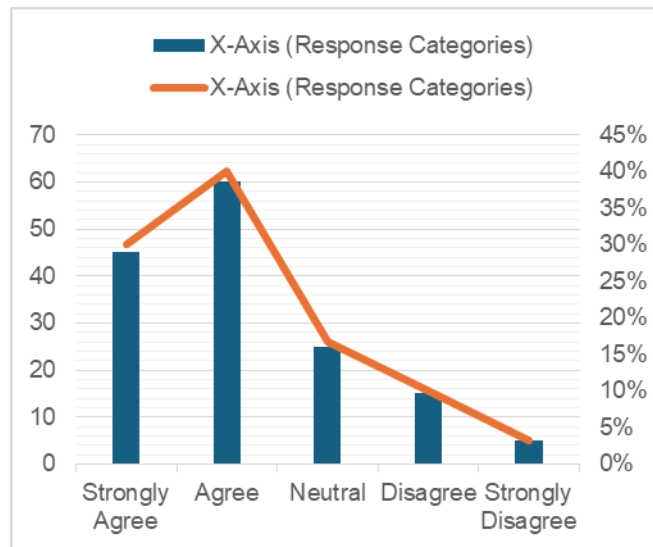


Figure 2: Employee Responsibility

Figure 2

X-Axis (Response Categories)

Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree

Y-Axis (Number of Respondents)

Response Category	No. of Resposns	Percentage
Strongly Agree	45	30%
Agree	60	40%
Neutral	25	16.7%
Disagree	15	10%
Strongly Disagree	5	3.3%

Figure 2 indicates that the majority of respondents (70%) either strongly agree or agree that maintaining workplace hygiene is a shared responsibility, while a smaller proportion remain neutral or disagree. This reflects a high level of employee involvement and positive attitude towards maintaining cleanliness in the hospital.

5.5 Chi-Square Test Result

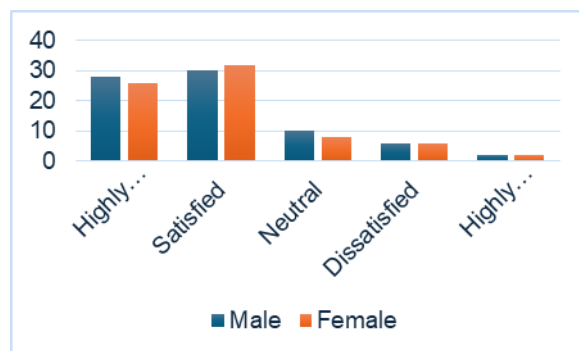


Figure: Gender-wise Satisfaction with Workplace Hygiene

This indicates that there is no major difference in satisfaction levels between genders, which supports the Chi-square test result ($\chi^2 = 1.842$, $p = 0.765 > 0.05$) showing that there is no significant relationship between gender and workplace hygiene satisfaction.

Hypothesis

- H_0 : No relationship between gender and hygiene satisfaction
- H_1 : Relationship exists

Result

- Chi-square value: 1.842
- Significance: 0.765 (> 0.05)

Decision

Accept H_0

Interpretation

There is **no significant relationship** between gender and satisfaction with workplace hygiene. Both male and female respondents share similar perceptions.

6. DISCUSSION

- The study shows that workplace hygiene at Gunam Hospital is generally satisfactory and well maintained.
- Most employees are aware of workplace hygiene policies, indicating effective communication from hospital management.
- HR plays an important role in maintaining workplace hygiene through training programs, awareness activities, and monitoring systems.
- HR training programs help employees improve their knowledge of infection control and sanitation practices.
- Sanitation facilities such as handwashing stations, disinfectants, protective equipment, and waste management systems are found to be adequate.
- However, minor gaps exist in some areas, indicating the need for continuous monitoring and improvement.
- Overall, workplace hygiene is influenced more by HR initiatives and organizational support than by demographic factors.
- Continuous training, supervision, and improvement in facilities are required to further strengthen hygiene standards in the hospital.

7. FINDINGS

The study on the role of Human Resource Management in maintaining workplace hygiene at Gunam Hospital, Krishnagiri reveals several important findings:

- The majority of respondents belong to the age group of 25–35 years, indicating a young and active workforce in the hospital.
- Female respondents are slightly higher in number than male respondents, which is typical in healthcare institutions.
- Most employees are aware of workplace hygiene policies, showing effective communication by hospital management.

- The Human Resource (HR) department plays a significant role in maintaining workplace hygiene through training and awareness programs.
- Employees agree that HR training programs help improve knowledge of infection control and sanitation practices.
- Sanitation facilities such as handwashing stations, disinfectants, and waste disposal systems are generally satisfactory.
- Most respondents feel that the hospital environment is clean, safe, and well maintained.
- Hygiene practices are regularly followed across departments with good coordination among staff.
- Employees acknowledge that management gives high importance to workplace hygiene.
- Teamwork among doctors, nurses, housekeeping, and administrative staff contributes to maintaining cleanliness.

8.SUGGESTIONS

Regular hygiene awareness programs such as workshops and seminars should be conducted to strengthen employee knowledge.

- The HR department should provide continuous training on infection control, sanitation practices, and personal hygiene.
- Practical training sessions should be increased, especially for newly recruited employees.
- Regular monitoring and inspection of hygiene practices should be carried out in all departments.
- A proper audit and supervision system should be implemented to ensure consistent hygiene standards.
- Employees should be encouraged to take responsibility for maintaining cleanliness in their work areas.
- Department-wise accountability for hygiene maintenance should be introduced.
- A proper complaint and feedback system should be established to report hygiene-related issues quickly.

9. CONCLUSION

The study concludes that workplace hygiene is a crucial factor in ensuring the safety and well-being of both patients and employees in healthcare institutions. The findings indicate that Gunam Hospital maintains a satisfactory level of cleanliness and hygiene practices.

The Human Resource department plays a vital role in promoting workplace hygiene through training programs, awareness initiatives, and policy implementation. Employees are generally satisfied with the hygiene conditions and actively participate in maintaining cleanliness.

Effective communication, regular training, and teamwork among departments contribute significantly to maintaining hygiene standards. Overall, the study confirms that proper hygiene management enhances hospital efficiency, patient safety, and institutional reputation.

REFERENCES

1. Aswathappa, K. (2021). *Human Resource Management*. McGraw Hill Education, New Delhi.
2. Dessler, G. (2022). *Human Resource Management*. Pearson Education, New Delhi.
3. DeCenzo, D. A., & Robbins, S. P. (2020). *Human Resource Management*. Wiley, USA.
4. Armstrong, M. (2021). *Armstrong's Handbook of Human Resource Management Practice*. Kogan Page, London.
5. Ivancevich, J. M. (2020). *Human Resource Management*. McGraw Hill Education.
6. Noe, R. A. (2021). *Fundamentals of Human Resource Management*. McGraw Hill.
7. Mathis, R. L., & Jackson, J. H. (2020). *Human Resource Management*. Cengage Learning.
8. Park, K. (2023). *Preventive and Social Medicine*. Banarsidas Bhanot Publishers, India.
9. Francis, C. M. (2021). *Hospital Administration*. Jaypee Brothers Medical Publishers, New Delhi.
10. Kumar, R. (2021). *Hospital Management and Administration*. Vikas Publishing House.
11. Srinivasan, A. (2020). *Infection Control in Hospitals*. Elsevier India.
12. Reddy, K. (2023). *Public Health and Hygiene Practices*. Himalaya Publishing House.
13. Bhatia, S. (2021). *Principles of Hospital Management*. CBS Publishers.
14. Goswami, M. (2022). *Healthcare Management*. Oxford University Press India.
15. World Health Organization (WHO). (2024). *Infection Prevention and Control Guidelines*. <https://www.who.int>
16. Centers for Disease Control and Prevention (CDC). (2023). *Healthcare Infection Control Practices*. <https://www.cdc.gov>
17. Ministry of Health and Family Welfare (MoHFW), India. (2024). *National Guidelines for Hospitals*. <https://www.mohfw.gov.in>
18. National Health Mission (NHM). (2023). *Hospital Hygiene Standards*. <https://www.nhm.gov.in>

19. National Accreditation Board for Hospitals (NABH). (2023). *Hospital Safety Standards Manual*. India.
20. International Journal of Human Resource Management (2022–2025). Taylor & Francis.
21. Indian Journal of Community Medicine (2022–2025). Medknow Publications.
22. Journal of Occupational Health and Safety (2023–2025). Springer Nature.
23. International Journal of Environmental Research and Public Health (2023–2025). MDPI.
24. Journal of Healthcare Management (2022–2025). Wolters Kluwer.
25. Journal of Hospital Administration (2022–2025). Sciedu Press.
26. International Journal of Health Sciences (2023–2025). Elsevier.
27. Infection Control & Hospital Epidemiology Journal (2022–2025). Cambridge University Press.
28. World Health Organization. (2024). *Hand Hygiene in Healthcare Settings*.
<https://www.who.int>
29. Centers for Disease Control and Prevention. (2023). *Infection Prevention Guidelines*.
<https://www.cdc.gov>
30. Ministry of Health & Family Welfare, India. (2024). *Healthcare Quality Standards*.
<https://www.mohfw.gov.in>