

Enhancing Compliance through Human Resource Audits in the Healthcare Sector: A Research Synthesis and SIMS Application

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ABSTRACT

In the medical profession, conforming and abiding with the regulations and standards is a complicated matter that impacts numerous elements such as quality of clinical care, legal security and staff retention in the present medical climate. In this research paper the role and importance of structured Human Resource (HR) audits as indicators in the employee relation and stability of the organization will be highlighted. A cross-section of $N = 121$ healthcare professionals is used to gather data and categorised them into seven key operational areas of HRM in the workplace which are Recruitment & Selection, Onboarding & Training, Employee Records & Contracts, Compensation & Benefits, Performance Management, Attendance, Leave & Discipline and Health, Safety & Welfare. The composite measurement was found to have good psychometric reliability with a Cronbach's Alpha (α) of .942 for 29 items. The Multiple Linear Regression with Ordinary Least Squares (OLS) shows that together these seven HR audit variables account for 71.5% of the total variance found in the Grievance Redressal and Exit Management systems in the institutions ($R^2 = .715$, $F(7, 113) = 40.446$, $p < .001$). On an individual level, Performance Management ($\beta = .424$, $p < .001$), Employee Records & Contracts ($\beta = .291$, $p < .001$), and Health, Safety & Welfare ($\beta = .206$, $p = .018$) emerged as the most significant factors of workforce health. Finally, these empirical findings are used as the basis for a model of Strategic Information Management System (SIMS) application framework. It is a new paradigm for compliance, transforming the process into a real-time, proactive environment that can help to eliminate conflict in the workplace and minimize expensive employee turnover.

Keywords: Human Resource Audit, Healthcare Compliance, Grievance Management, SIMS Application, Workforce Attrition, Regression Modelling

Modern healthcare establishments are in a highly regulated environment that is determined by strict working laws, fluctuating patterns, 24/7 working hours, and Occupational hazards. Clinical quality assurances and fiscal audits are always top priorities for executives, and the backbone of any hospital is its human resources. A Human Resource (HR) Audit is vital in assessing and authenticating that internal administrative

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processes do not violate national labor standards, employee expectations around welfare, and professional standards of conduct. conduct.

How well an organization discovers internal tension and how well it handles staff turnover can be an indicator of its overall good health. The domain of Grievance Redressal and Exit Management is directly linked with these elements. But, the continuity of patient care could be affected if the issues are not resolved or if the staff turnover rate increases, the employee may develop a burnout syndrome and the statutory benefits, such as Employee Provident Fund (EPF) and the Employees' State Insurance (ESI) could result in legal or financial implications for the facility. This study constructs an empirical synthesis by drawing a map of these key HR parameters on a validated sample of 121 active healthcare administrators, clinical nursing supervisors and support personnel. These findings are also applied to the development of a Strategic Information Management System (SIMS) application, in addition to description. The main goal of this platform is to track the continuous audit indicators, optimize internal routing of disputes and help with the retention of the workforce in modern healthcare institutions.

LITERATURE REVIEW AND HYPOTHESES

Healthcare workers experience special stressors such as extreme emotional Stress, extended working hours, clinical risks and statutory obligations. Managing these volatile to achieve structural accountability in different HR functions is essential to 'dynamics' effectively. Academic Research from the literature confirms that inconsistencies in internal human resource governance directly lead to increasing Formal grievances, resignations of staff and non-compliant structures in medical environments (Boxall & Purcell, 2016; Marchington & Wilkinson, 2012). This study examines the seven main audit pillars:

- **Recruitment & Selection:** Open and transparent recruitment processes, and systematic credential screening, safeguard against professional liability, and set safer staffing minimums for organizations.
- **On boarding & Training:** Structural orientation pathways/safety documented procedures Reduce malpractice liability and improve early turnover for doctors' practices.
- **Employee Records & Contracts:** In case of proactive audit of employees' records and statutory obligations (EPF/ESI/Professional Tax etc) there are minimal legal exposures and transparency in contracts.
- **Compensation & Benefits:** Fair wages, fair wage structures, and equitable overtime and shift differential policies contribute to the trust within the institution and reduce conflict over wages.
- **Performance Management:** It is carried out in a systematic way, using performance KPIs, and on regular, predictable cycles; minimizing the potential for administrative bias and creating defined avenues for career development.
- **Attendance, Leave & Discipline:** This is achieved with the help of the industrial presence verification system and normal and disciplinary rules, and guarantees the absence of any chronic absenteeism and equal treatment of the shift.
- **Health, Safety & Welfare:** Industrial presence verification together with standard rules and disciplinary rules means no chronic absenteeism and equal treatment between the shifts.

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When operations do not go their way, the consequences of these checkpoints are clear: from wars and internal conflict to sudden resignations. This clear relationship suggest that we have our main hypothesis to evaluate: hypothesis

- **H1:** There is a statistically significant positive predictive relationship between Systemic operational compliance in 5 major HR audit areas (Recruitment, Onboarding, Records, Compensation, and Performance, Attendance, and Safety) and functional efficiency of Grievance Redressal and Exit Management systems in healthcare.

METHODOLOGY

Research Sample and Data Gathering

The study design is descriptive-causal survey design with active medical, clinical and administrative staff as the subjects. The participants were purposively sampled to get a representative sample of doctors, nursing officers, and administrative clerks. The final data set has $N = 121$ complete and valid cases. There were no data matrix wise deletions required, and an unweighted regression data matrix was set up for multivariate regression modelling. A 5-point likert scale was used to measure all items with 1 being Strongly Disagree and 5 being Strongly Agree.

Scale Reliability

An internal consistency analysis was conducted with all items to validate the structural strength of the research instrument before applying the regression equation.

Table 1. Instrument Reliability Evaluation

Cronbach's Alpha	N of Items	Scale Status
.942	29	Highly Reliable

Interpretation: The obtained Cronbach's Alpha is above the .70 academic benchmark and is considered high. This indicates very high internal consistency of the 29 survey measures, fully confirming the tool for predictive analyses.

Data Analysis and Empirical Results

1. Multiple Linear Regression Modelling

The analysis of multiple linear regression modelling. Multiple linear regression modelling analysis. To explore the common predictive power of independent variables an Ordinary Least Squares (OLS) Multiple Linear Regression was performed.

- **Independent Predictors:** Recruitment & Selection; Onboarding & Training; Employee Records & Contracts; Compensation & Benefits; Performance Management; Attendance, Leave & Discipline; Health, Safety & Welfare.
- **Dependent Criterion:** It is dependent upon the Criterion of Grievance Redressal and Exit Management.

The resulting statistical are displayed in organized tables as shown below.

Table 2. Model Fit Summary^b

Model	R	R Square	Adjusted R Square	Std. Error
1	.845 ^a	.715	.697	1.09901

Note. ^a Independent Predictors: (Constant), Health, Safety & Welfare, Attendance, Leave & Discipline, Performance Management, Employee Records & Contracts, Recruitment & Selection, Compensation & Benefits, Onboarding & Training. Note. ^b Target Outcome Variable: Grievance Redressal and Exit Management.
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Table 3. Analysis of Variance (ANOVA)^a

Model	Source	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	341.963	7	48.852	40.446	.000 ^b
	Residual	136.484	113	1.208		
	Total	478.446	120			

Note. ^a Target Outcome Variable: Grievance Redressal and Exit Management.

Note. ^b Independent Predictors: (Constant), Health, Safety & Welfare, Attendance, Leave & Discipline, Performance Management, Employee Records & Contracts, Recruitment & Selection, Compensation & Benefits, Onboarding & Training.

Table 4. Regression Coefficients and Significance Parameters

Predictor	B	Std. Error	β (Beta)	t	p
(Constant)	.545	.411	—	1.327	.187
Recruitment & Selection	.039	.070	.046	.559	.577
on boarding & Training	-.103	.081	-.115	-1.270	.207
Employee Records & Contracts	.294	.074	.291	3.963	.000***
Compensation & Benefits	.018	.064	.023	.279	.781
Performance Management	.388	.071	.424	5.473	.000***
Attendance, Leave & Discipline	.113	.062	.131	1.811	.073
Health, Safety & Welfare	.176	.073	.206	2.404	.018*

Note. ^a Target Outcome Variable: Grievance Redressal and Exit Management. Bold values denote statistical significance. * $p < .05$. *** $p < .001$.

2. Comprehensive Statistical Interpretation

The overall model is statistically significant (ANOVA $F(7, 113) = 40.446$, $p < .001$). The findings further confirm that the set of seven critical HR audit variables have strong predictive power towards organizational DSR and employee turnover behaviors, thus confirming our first hypothesis H_1 . The model fitting indices suggest that the R^2 or coefficient of determination is .715, implying that adherence to compliance behaviors regarding the audited HR components has an important direct effect on the variance in the underlying variables represented in the scale of Grievance Redressal and Exit Management. Moreover, the significance of these results is corroborated by the Adjusted R^2 index of .697 which is obtained after controlling for the number of predictors and sample size limits.

- **Performance Management** In this regard, the model has found that Performance Management was the only factor that showed a significant correlation, $\beta = .424$, $t = 5.473$, $p < .001$. This finding supports the hypothesis that the application of objective performance standards and clear feedback mechanisms are the key to minimizing workplace conflict and alienation.
- **Employee Records & Contracts** Operates as the second most critical determinant ($\beta = .291$, $t = 3.963$, $p < .001$). The above evidence demonstrates that proper administrative management of contract terms, statutory recording (e.g., ESI, EPF, and Professional Tax), and meticulous audit of files reduce confusion among organizations and employees' official conflicts.
- **Health, Safety & Welfare** emerges as a significantly positive anchor in the system ($\beta = .206$, $t = 2.404$, $p = .018$). The above analysis reveals that security measures to safeguard the physical, structural, and health aspects of well-being represent necessary requirements for protecting human resource assets. It is important

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to note that the above regression model does not recognize metrics as statistically significant independently, for instance, Recruitment & Selection ($p = .577$)

Compensation & Benefits ($p = .781$). The above results imply that they may have different significance in various situations and that they are components of a larger system rather than an isolated system in an organizational environment.

STRATEGIC INFORMATION MANAGEMENT SYSTEM (SIMS) APPLICATION FRAMEWORK

The study will take advantage of such calculations by expanding their application in the hospital setting, where a system architecture will be designed using an example of a certain Strategic Information Management System (SIMS). The auditing process usually makes use of a checklist in paper format, which is a process that is both backward-looking and manual, meaning that non-compliance issues are discovered after they have occurred.

1. SIMS System Architecture

The tool also consists of three function layers that ensure the security of the institution,

- **Compliance Input Engine:** This function layer includes data gathering operations that form an active part of the hospital HR data pipeline. They involve the live feed of attendance monitoring, live payrolls, license profiles, and clinical risk assessments. The validation function validates the entries immediately for ensuring the integrity of the data.
- **Predictive Risk Modelling:** Using the regression weight obtained from the empirical method, the SIMS tool analyzes the risks in the departments during each shift. The high predictive value lies in the increased scores of performance management ($\beta = .424$) and employee records ($\beta = .291$). In case of delay in assessing the documentation and contractual obligations, the HR managers receive alerts for taking actions to prevent any potential labor conflict.
- **Automated Grievance Routing and Resolution Trackers:** This feature acts by linking directly to the personal portal of the individual. Their entry instantly relates to the metrics in their department and transfers to the appropriate administration committee.

DISCUSSION AND CONCLUSION

As can be seen from the results, there are also numerous other reasons behind these internal problems and high employee turnover. Since the reliability scale of $\alpha = .942$ shows that the processes used in HR management within the health care sector are coherent and interlinked, the range starts with recruitment and ends with ensuring employee safety.

This research is important because it focuses on the empirical issues of the base prerequisites for dispute prevention: the Performance Management and Contractual Record Audit. The main ones that are influencing the employees to register grievances or possibly trigger an exit procedure are hidden managerial bias, unclear evaluation measures, and errors in tracking statutory obligations (like EPF/ESI). This discovery changes the way organizations think about problem solving to one of audit governance.

Healthcare networks have a clear diagnostic lens to safeguard their staff using the lens of Grievance Redressal and Exit Management as a result of the audited operational integrity. A local SIMS application can help hospital groups to replace old, slow and manual checklists

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with real- time and forecasting data analysis. This integration improves the compliance of institutions, provides better working conditions for employees and ensures the stability of the workplace to ensure quality patient care in the long term.

Future studies should build on this model by following this over the years to assess whether the rates of voluntary drop-out decrease over time with SIMS-supported compliance. Comparisons of the public, private and specialized clinical services would confirm these results. Furthermore, the collection of qualitative information about audit fairness by staff would provide more insights on the linkages between administration quality and corporate stability.

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Conflict of Interest

The author(s) declared no conflict of interest.

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