OBJECTIVE OF THIS RESEARCH STUDY

The following objectives are place for the study:-

1. To explore the major HR issues on distribution, attraction and retention of physicians and nurses in rural and remote areas in Arunachal Pradesh
2. To explore the major reform initiatives for major issues on distribution, attraction and retention of physicians and nurses in rural and remote areas in Arunachal Pradesh
3. To suggest some remedial measures to address the major issues.
RESEARCH METHODOLOGY

Based on the research objectives, the exploration will be on the major HR issues on distribution, attraction and retention of physicians and nurses in rural areas in Arunachal Pradesh. The research will be primarily based on primary data with inclusion of secondary data as well. Interview and questionnaire will be the major technique used in this research along with the technique of observation. With the help of data collection instrument, the data as collected will be analyze and present the findings with description on the topic. Subsequently, the interpretation and commentary will put on by the findings from the interview & questionnaires in the sequence of the respective objectives.

Research design

This research study will be an analytical and exploratory in nature.

Study area

The study area selected is the state of Arunachal Pradesh. It is situated in north-eastern most part of the country, sharing the international border of 1628 km with Bhutan to the West, China to the North and North-East and Myanmar to the East. The referred state of Arunachal Pradesh is a pre-dominantly a rural and remote area and one of the most splendid and variegated tribal area of the country. As the researcher could able to establish, that there is no academic literature available as on date relating to the research topic in the state of Arunachal Pradesh. This raises the unexplored issues in context of tribal remote and rural areas and even if it is explored, it is not in record in form of any literature. The health system in Arunachal Pradesh is still in a poor state and this is traceable to several factors especially the gross under-infrastructure of the health system and shortage of skilled medical personnel at the primary health care level. Despite the vast improvement in the establishment of primary health infrastructure in the state, several parts of the state continue to suffer from lack of access to primary care services, particularly those in the poorer hilly tribal regions in the absence of physicians and nurses to provide maternal and child health services. Over the last decade, a series of reforms have been undertaken, in the states. The urge about, how this aspect of issues in the state of Arunachal Pradesh are and can be addressed, motivated me to explore the subject in this study area.
**Data Collection methods and instruments**

**Primary Data:** The primary data required for the study will be collected with the help of interview schedule, questionnaire and observation. Interview among sampled physicians and nurses to understand their preferential factors for accepting the rural posting will be study. Besides this, selected key informants from state and district health official in Arunachal Pradesh will be included. Further, the data required on distribution pattern will collected with personal visits to department of health and family welfare, Govt. of Arunachal Pradesh.

**Secondary Data:** A range of articles, books and official documents available in soft and hard copies will be reviewed on related to distribution, attraction and retention of workforce in public health sector in rural areas. The Rural Health Statistics, 2010, published by Ministry of Health and Family Welfare, Govt. of India will used for exploring the issues in distribution of physicians and nurses in rural India and Arunachal Pradesh. For other secondary data printed & online policy manuals of government, printed journals, government publications, articles, research thesis and books will used for collecting relevant secondary information.

**Sampling frame:**

Choosing a study sample is an important step in any research project since it is rarely practical, efficient or ethical to study whole populations. In this study, the multistage sampling and convenience sampling method will be use to frame the sample. By applying the sampling techniques, the total sixteen (16) districts will be divided in four equal zones comprises of four districts in each zone according to their geographical location. The simple random sampling will be used to frame the sample of physicians and nurses from each of the zone.

To study the objective no. 2&3, one management representatives each from the 16 districts and one state level management representatives will also be sample frame for management representatives.
Data Analysis

Possessing relevant information generated from the interview, questionnaires and observation will be categorizes the interviewees point to the key themes, into main themes of issues including the observational themes. It includes analyzing by organizing the text from the individual interview respondent and grouping the relevant issues and eliminating the answers which seemed irrelevant to the topic. Once the data are organized, the next step will be the description i.e., the researcher will describe the various pertinent aspects of the study including the setting, the individual being studied, the purpose of any activities examined, the viewpoints of the participants, etc. Only after data have organized and described, the final step of analysis process i.e., interpretation and commentary will be done, which involves explaining the findings. Subsequently, the interpretation and commentary will be according to the research questionnaire and the study objectives. Findings and results will present in the sequence of the three main research questions.

The information collected from both the primary and secondary sources will be classified, tabulated and subject to analysis. Available statistical software will be used for data entry, validation, cleaning and analysis. Statistical tests like percentages, means, standard deviations, correlation (Spearman’s ratio), Chi square test and regression analysis will be used wherever found appropriate. Factor Analysis will be been done in appropriate contexts in the study. Statistical tests will be applied to find whether there is significant relationship between rural location of employees and their age, gender, marital status, length of service (experience), occupation and nature of employment etc. Factor Analysis will be done to understand the push and pull factor for accepting the rural service by physicians and nurses.
**Limitation of research**

To talk about the limitation of this study, it may not be free from some of the limitations despite of maximum heed. Although the primary data will be collected with the assumption that it will be truly representative in character, and the views expressed by the respondents and the possibility of personal bias of such respondents cannot be ruled out.

Further, analysis includes the researchers own views on the HR Issues and HRM Practice in the health sector of Arunachal Pradesh, which may include personal experience and bias. The personal biasness may not be ruled out in case of opinion survey.

Moreover, to determine the major issues only pertinent to Physicians and nurses from a wide range of technical professional occupations in health sector will be considered. Other service occupations in health sectors are not considered here for the study, as it will invite a huge area of study which is not possible to sum up in the constraints of funding and timing.