

Workforce Shortages in Health Care : Causes Impact and Solution

Vivek Kumar

MBA Program

Galgotias University, Greater Noida, Uttar Pradesh, India

Abstract: *A key factor in the effectiveness and inclusion of a healthcare system is its workforce. Currently, the healthcare sector globally, including India, is facing a serious challenge: a severe workforce shortage. This study focuses on the key causes of workforce shortage in the healthcare sector, its social, economic and business implications, and possible solution options.*

und that a number of factors are responsible for the unavailability of healthcare professionals, such as unsatisfactory salaries, excessive stress at the workplace, lack of adequate training and opportunities, and migration to the private or overseas sectors. This has not only resulted in a decline in the quality of healthcare services, but has also adversely affected patient satisfaction, timeliness of care, and mental health of the staff.

The research used both primary and secondary data, including interviews with healthcare workers and analysis of various institutional reports. It became clear that the solution to this crisis is possible only through multi-pronged efforts, such as increasing investment in the healthcare sector, increasing the number of training centres, implementing a fair salary structure, and adopting policies that maintain work-life balance.

It was finally concluded that if the healthcare system is to be sustainable and robust, addressing the workforce shortage must be taken up as an immediate priority. This will not only improve the quality of healthcare but will also help in building a healthy and productive society..

Keywords: *healthcare system*

