

THE TAMIL NADU DR. M.G.R. MEDICAL UNIVERSITY

[AHS 0222]

**FEBRUARY 2022
(OCTOBER 2021 EXAM SESSION)**

Sub. Code: 5028

**MASTER OF HOSPITAL ADMINISTRATION (AHS)
FIRST YEAR (Candidates admitted in 2017-2018 & 2020-2021)
PAPER VIII – HEALTHCARE HUMAN RESOURCES MANAGEMENT
*Q.P. Code : 435028***

Time : Three hours

Answer ALL Questions

Maximum : 100 Marks

I. Elaborate on:

(2 x 20 = 40)

1. Define Human Resource Management? Describe the Primary and specific objectives of Human Resource Management.
2. What is Human Resource Planning? Discuss in detail on the factors affecting Human Resource Planning.

II. Write notes on:

(10 x 6 = 60)

1. Describe the function of Human Resource Management.
2. Explain various Principles of Wages and Salary Administration.
3. Discuss on various Methods of performance Appraisals that can be used in a Hospital set-up.
4. Enumerate the Duties and Liabilities of a Registered Trade Union according to the Trade Union Act 1926.
5. Explain the steps involved in Career Planning Process.
6. Write in detail about Executive Development Process and the importance of Executive Development.
7. Explain in detail about the need of Training the Employees in a Hospital and advantages of Job Training.
8. Develop a Selection Procedure as a Human Resource Manager in a hospital.
9. Discuss the kinds of incentives and Fringe benefits.
10. As a Human Resource manager, how will you train the Hospital Personnel to manage Ethics at workspace?

THE TAMIL NADU DR. M.G.R. MEDICAL UNIVERSITY

[AHS 1022]

OCTOBER 2022

Sub. Code: 5028

**MASTER OF HOSPITAL ADMINISTRATION (AHS)
FIRST YEAR (Candidates admitted in 2017-2018 & 2020-2021)
PAPER VIII – HEALTHCARE HUMAN RESOURCES MANAGEMENT**

Q. P. Code: 435028

Time: Three hours

Maximum : 100 Marks

Answer ALL Questions

I. Elaborate on:

(2 x 20 = 40)

1. Explain in detail the various methods of training the employees in an Organization.
2. Discuss the various sources of Recruitment.

II. Write notes on:

(10 x 6 = 60)

1. Discuss the Role of Human Resource Manager.
2. Discuss the various financial and non-financial incentives given to the employees.
3. Mention the importance of Human Resource Planning.
4. Discuss the various factors influencing the wage and salary administration of an Organization.
5. Discuss the salient features of the Trade Union Act 1926.
6. Discuss the merits and demerits of giving various incentives to the employees.
7. Discuss the various traditional methods followed for appraising the performance of employees.
8. Discuss the salient features of the payment of Gratuity Act 1972.
9. Explain the objectives of wage administration.
10. Discuss the various steps involved in the selection of employees in an Organization.

THE TAMIL NADU DR. M.G.R. MEDICAL UNIVERSITY

[AHS 1023]

OCTOBER 2023

Sub. Code: 5028

**MASTER OF HOSPITAL ADMINISTRATION (AHS)
FIRST YEAR (From 2020-2021 onwards)
PAPER VIII – HEALTHCARE HUMAN RESOURCES MANAGEMENT**

Q. P. Code: 435028

Time: Three hours

Maximum: 100 Marks

Answer ALL Questions

I. Elaborate on:

(2 x 20 = 40)

1. Discuss the various stages involved in the selection of candidates for jobs in an Organization.
2. Discuss the merits and demerits of giving incentives to the employees.

II. Write notes on:

(10 x 6 = 60)

1. Explain the various steps involved in Human Resource Planning.
2. Discuss the importance of Performance Appraisal.
3. Demotions always produce unfavorable effects on employees and also affect “organization culture” – Discuss.
4. Discuss the various qualities required for a Human Resource Manager.
5. Discuss the importance of training in an Organization.
6. Discuss the various causes of Industrial Dispute according to Industrial Dispute Act, 1947.
7. Discuss the provisions of the Payment of Wages Act 1936, with regard to deductions which may and may not be made from wages?
8. Explain in detail the various sources of Recruitment.
9. Discuss the various types of incentives given to the employees in an Organization.
10. Discuss the various Traditional Methods of appraising the employees in an organization.

THE TAMIL NADU DR. M.G.R. MEDICAL UNIVERSITY

[AHS 0524]

MAY 2024

Sub. Code: 5028

**MASTER OF HOSPITAL ADMINISTRATION (AHS)
FIRST YEAR (From 2020-2021 onwards)
PAPER VIII – HEALTHCARE HUMAN RESOURCES MANAGEMENT**

Q. P. Code: 435028

Time: Three hours

Maximum: 100 Marks

Answer ALL Questions

I. Elaborate on:

(2 x 20 = 40)

1. Explain Workmen Compensation Act, 1923.
2. Discuss the steps involved in selection process.

II. Write notes on:

(10 x 6 = 60)

1. Job Analysis.
2. HR Planning process.
3. Functions of Human Resource Management.
4. Off-the-Job Training Methods.
5. Importance of HRM in Hospitals.
6. Employees Provident Fund Act, 1952.
7. Rubric System of performance appraisal method.
8. Factors influencing wage and salary administration.
9. Job Rotation in Hospitals.
10. Role of IT in Human Resources Management.

THE TAMIL NADU DR. M.G.R. MEDICAL UNIVERSITY

[AHS 1025]

OCTOBER 2025

Sub. Code: 5028

**MASTER OF HOSPITAL ADMINISTRATION (AHS)
FIRST YEAR (Candidates admitted in 2020-2021)
PAPER VIII – HEALTHCARE HUMAN RESOURCES MANAGEMENT**

Q. P. Code: 435028

Time: Three hours

Maximum: 100 Marks

Answer ALL Questions

I. Elaborate on:

(2 x 20 = 40)

1. What is Human Resource Planning? Discuss in detail on the factors affecting Human Resource Planning.
2. Explain in detail the various methods of training the employees in an Organization.

II. Write notes on:

(10 x 6 = 60)

1. Describe the recruitment process happens in a hospital.
2. Explain the steps involved in Career Planning Process.
3. Discuss the various methods followed for appraising the performance of employees.
4. Explain about various steps involved in executive development.
5. Discuss the Factors influencing wage and salary administration.
6. Explain about the features of job analysis.
7. Discuss the various types of incentives given to the employees in an organization.
8. Discuss the various qualities required for a Human Resource Manager.
9. Explain about Minimum wages act, 1948.
10. Discuss the salient features of the Trade Union Act, 1926.
