

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

[LQ 1220]

**DECEMBER 2020
(MAY 2020 EXAM SESSION)**

Sub. Code: 5028

**MASTER OF HOSPITAL ADMINISTRATION (AHS)
FIRST YEAR – (Regulation- 2017-2018)
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 sources of Recruitment and procedure of Selection of employees for a Hospital.
2. Explain the Environmental factors affecting Human Resources in a Hospital.

II. Write notes on:

(10 x 6 = 60)

1. “Promotion is Incentive for a few and Disincentives for many”. How will you deal with the situation?
2. Discuss the importance of Performance Appraisal.
3. The importance of trade union diminished if organizational HR effectiveness increases. Validate this statement by substantiating from the provisions of Trade Union Act, 1948.
4. What are the various Health and Welfare measures relevant to Hospital employees?
5. State briefly the salient features of Industrial Employment (Standing Orders) Act of 1946.
6. Analyze the emerging Trends in HRD and forecast its future.
7. What are the measures adopted in Hospitals to reduce Absenteeism?
8. “As a HR Manager in Hospital, how would you retain employees” – Discuss with few examples.
9. “Nurturing talent is critical to the success of Organization”. Substantiate this statement with knowledge management.
10. Define Seniority Vs Merit based Promotion. Explain the merits and demerits of “Seniority” and “Merit” criteria of Promotion.
