

[LN 1018]

OCTOBER 2018

Sub. Code: 5028

**MASTER OF HOSPITAL ADMINISTRATION EXAMS
(Regulations for the candidates admitted from 2017-2018)**

FIRST YEAR

PAPER VIII – HEALTHCARE HUMAN RESOURCES MANAGEMENT

Q.P. Code : 435028

Time : Three hours

Maximum : 100 Marks

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 requirements of sound incentive plan and state its advantages.

II. Write notes on: **(10 x 6 = 60)**

1. Discuss the various functions of Human Resource management.
2. Explain the various steps involved in Human Resource Planning.
3. Explain in detail various sources of recruitment.
4. Explain the various on-the job training methods.
5. Discuss the various factors that determine the wage policy of an organization.
6. Explain the advantages of performance appraisal.
7. Enumerate the statutory provisions prohibiting strikes and lock-outs in a public utility service according to Industrial Dispute Act 1947.
8. Discuss the salient features of E.S.I. Act 1948.
9. Discuss the duties and liabilities of a registered trade union according to the Trade Union Act 1926.
10. How far is an employer liable for compensation to an employee injured by an accident arising out of and in the course of his employment according to Workmen Compensation Act 1923?

[LP 1019]

OCTOBER 2019

Sub. Code: 5028

**MASTER OF HOSPITAL ADMINISTRATION EXAMS
(Regulations for the candidates admitted from 2017-2018)**

FIRST YEAR

PAPER VIII – HEALTHCARE HUMAN RESOURCES MANAGEMENT

Q.P. Code : 435028

Time : Three hours

Maximum : 100 Marks

I. Elaborate on: **(2 x 20 = 40)**

1. Analyse the concept human resource administration is a line responsibility but a staff function.
2. Explain the strategic management process with emphasis on Human Resources Management.

II. Write notes on: **(10 x 6 = 60)**

1. State briefly the salient features of Industrial Employment (Standing Orders) Act of 1946.
2. Why Training is considered so important? How employees in smaller firms with no training facility operate?
3. What are the process involved in Recruitment and Selection?
4. Are there any differences between Job Description and Job Specification? Give examples to support your views.
5. Briefly explain the evolution of Human Resources Management.
6. Do you think HR managers should have a say in policy making? Justify.
7. What is Career planning? Why it is important?
8. “Job evaluation should be an ongoing exercise in a Hospital”. Discuss.
9. Do you think job rotation is desirable in Hospitals? Why?
10. Define Seniority Vs Merit based promotion. Explain the merits and demerits of “Seniority” and “Merit” criteria of promotion.

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.

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

[AHS 0321]

MARCH 2021

Sub. Code: 5028

(OCTOBER 2020 EXAM SESSION)

MASTER OF HOSPITAL ADMINISTRATION (AHS)

FIRST YEAR (Admitted in 2017-2018)

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. Discuss the recent and emerging trends in Human Resource Management at Corporate Hospitals and mention the role of Human Resource manager in Corporate Hospitals.
2. Elaborate the methods used for training various hospital personnel.

II. Write notes on:

(10 x 6 = 60)

1. Explain the role of Human Resource Manager in developing selection and recruitment policy.
2. Explain the methods of employee retention management in hospitals.
3. Enumerate the statutory provisions prohibiting strikes and lockout in a hospital according Industrial Dispute Act 1947.
4. Discuss the various functions of Human Resource Manager in hospitals.
5. Describe in detail the various methods of Performance Appraisal.
6. Discuss the salient features of Employee's Provident Funds Act 1952 that can be applied for hospital personnel.
7. Discuss the various methods of wage payments that can be practiced in a hospital setup.
8. What do you understand by individual & group incentive and discuss their merits and demerits.
9. Enumerate the importance of executive development process.
10. Discuss the methods of Grievance identification technique.

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?
