

## Rajiv Gandhi University of Health Sciences, Karnataka

V semester Bachelors in Hospital Administration Degree Examination – OCT-2019

Time: Three Hours

Max. Marks: 80 Marks

### Human Resource Management

**Q.P. CODE: 1318**

Your answers should be specific to the questions asked.

Draw neat, labeled diagrams wherever necessary

#### LONG ESSAYS (Answer any Two)

**2 x 10 = 20 Marks**

1. "Recruitment is positive in approach". Substantiate your argument with reasoning.
2. Training is a highly useful tool that can bring an employee into a position where he can do his job correctly, effectively and conscientiously. Discuss.
3. What is Job evaluation? Discuss the process and methods of conducting job evaluation.

#### SHORT ESSAYS (Answer any Eight)

**8 x 5 = 40 Marks**

4. What is fatigue? Discuss the causes and means of overcoming fatigueness.
5. Write a note on the grievance handling system in a hospital.
6. Why is health and safety importance in a hospital?
7. How did globalization in human resource management impact health care industry?
8. Meaning and importance of manpower planning
9. Discuss the methods of performance appraisal.
10. What is human resource management? What are the objectives and process of HRM?
11. Discuss the principles and techniques of wage fixation.
12. Write a note on the importance and meaning of placement.
13. Write a note on knowledge management.

#### SHORT ANSWERS (Answer any ten)

**10 x 2 = 20 Marks**

14. Impediments to effective performance appraisal
15. Basis of promotion
16. Reasons and types of transfer
17. Need for rightsizing
18. Lay off V/s retrenchment
19. Types of transfer
20. Purpose of promotion
21. Uses of test in selection
22. What is morale and why it is important?
23. Differentiate between job description and job specification
24. Types and limitations of employment interview
25. What is personnel audit?

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