



## **Rajiv Gandhi University of Health Sciences, Karnataka**

V semester Bachelors in Hospital Administration Degree Examination – APRIL 2015

**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. Selection involves a negative approach, Yes or No? Substantiate your argument with reasoning.
2. Discuss the impact of globalization in Human Resource Management in a health care industry.
3. What is Performance Appraisal? Discuss the process involved in conducting Performance Appraisal.

#### **SHORT ESSAYS (Answer any Eight)**

**8 x 5 = 40 Marks**

4. Discuss the importance and role of work environment in employee performance.
5. Role of Human resource manager
6. "Placement is the assignment / re-assignment of an employee to a new or different job". Discuss.
7. What is transfer? Discuss the types, reasons and principles involved in transfer.
8. Explain the process and techniques of Job Evaluation.
9. Discuss the importance of safety in workplace. Explain the managerial approaches for maintaining safety and health.
10. Nature and factors affecting Manpower Planning
11. Write a note on analytical methods of Job Evaluation.
12. Theories of Remuneration
13. Write a note on different types of rest pauses to overcome mental fatigue.

#### **SHORT ANSWERS (Answer any ten)**

**10 x 2 = 20 Marks**

14. What is a grievance?
15. Write a note on wage survey.
16. What is Human Resource Audit?
17. Enumerate the types of records maintained in hospital for employees.
18. What is knowledge management?
19. Challenges of remuneration
20. Contents in Job Description
21. Job Enlargement v/s Job Enrichment
22. Behaviorally Anchored Rating Scale (BARS)
23. What is recruitment?
24. Causes of Separation in an organization
25. On-the job training methods and its importance

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