 LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

**M.Sc.** DEGREE EXAMINATION - **MEDICAL SOCIOLOGY**

SECOND SEMESTER – APRIL 2011

# SO 2804 - HUMAN RESOURCE MANAGEMENT IN HOSPITAL

Date : 2/4/2011 Dept. No. Max. : 100 Marks

Time : 1:00 - 4:00

## Part-A

**Answer ALL the following in 30 words each :** (10 x 2=20 marks)

1. What is the principle objective of Human Resource Audit?

2. What does the spiritual asset of an employee refer to?

3. Define Human Resource Planning according to Coleman.

4. Write a short note on the impediments in Human Resource Planning.

5. What is the specific meaning of “recruitment” and “selection”?

6. How does the meaning of job description differ from job specification?

7. “On-going training of employees is important in Modern Hospitals”-Justify with two reasons.

8. What is the significance of e-learning in contemporary business world?

9. Enumerate the purpose of wage and salary programmes.

10. Write a short note on the constraints in performance appraisal.

# Part-B

**Answer any FIVE of the following in 300 words each :** (5 x8=40 marks)

11. Explain the importance of Human Resource Accounting.

12. Critically evaluate Human Resource theory propounded by Milles.

13. What are the prerequisites for job analysis?

14. Elucidate the challenges that the modern hospitals face in performance appraisal?

15. “ Training is gaining ”- Dicuss.

16. What are the factors that could be considered as “determinants of rewards”?

17. Delineate the advantages of performance appraisal.

# Part-C

**Answer any TWO of the following in 1200 words each :** (2x20=40 marks)

18. Elucidate the importance of Human Resource Management in the context of globalization.

19. With the help of a flow chart, delineate the different steps followed in HR Planning.

20. “Job satisfaction of employees is one of the principle reasons for the increase in production”-Discuss.

21. Highlight the various types of incentives accorded to employees for better performance in Hospitals.

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