 LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

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

SECOND SEMESTER – APRIL 2012

# SO 2804 - HUMAN RESOURCE MANAGEMENT IN HOSPITALS

Date : 17-04-2012 Dept. No. Max. : 100 Marks

Time : 9:00 - 12:00

## Part-A

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

1. Define Human Resource Management according to Megginson.

2. Differentiate policy from procedure.

3. How does Stainer define Human Resource Planning?

4. Mention some demerits of Human Resource Planning.

5. Are selection tests important in the selection process?

6. Write a short note on the types of recruitment agencies.

7. Distinguish on-the-job training from off-the-job training.

8. Indicate some important methods of training that come under cognitive approach.

9. Why performance appraisal is important in an organisation?

10. Mention some important characteristics of an incentive plan.

# Part-B

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

11. Expound the importance of Human Resource Management in the modern business world.

12. Delineate the merits of Human Resource Accounting in an organization.

13. Demarcate the significant steps in the process of job analysis.

14. What are the various constraints involved in performance appraisal?

15. “On-going training of personnel is important for the growth of an organization”-Discuss.

16. Discuss the advantages and disadvantages of incentive wage plan.

17. Elucidate the various determinants of rewards in an organization.

# Part-C

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

18. Highlight the significance of Human Resource Planning at different levels in Hospitals.

19. Elucidate the various methods of job evaluation.

20. Write an essay on the principles of training in an organization like Hospitals.

21. Based on your internship, discuss the reward system in multispeciality hospitals.