

[LB 1012]

OCTOBER 2012

Sub. Code: 2042

**MBA HOSPITAL AND HEALTH SYSTEM
MANAGEMENT DEGREE EXAMINATION
FIRST YEAR**

(for candidates 2011 – 2012 onwards)

PAPER XII – HUMAN RESOURCES MANAGEMENT

Q.P. Code : 432042

**Time : 3 hours
(180 Min)**

Maximum : 100 marks

Answer ALL questions in the same order.

I. Elaborate on :

**Pages Time Marks
(Max.)(Max.)(Max.)**

- | | | | |
|---|----|----|----|
| 1. Give an account of the mechanism of wage and salary administration? | 17 | 40 | 20 |
| 2. “The role of Trade Union is inevitable in Personnel Management”-Explain. | 17 | 40 | 20 |

II. Write Notes on :

- | | | | |
|---|---|----|---|
| 1. State the needs for career planning? Explain the merits of career planning from the view point of both the employees and organization? | 4 | 10 | 6 |
| 2. What is MBO and explain its process? State its advantage and disadvantage? | 4 | 10 | 6 |
| 3. Why does training fail? How will you improve the effectiveness of training? Distinguish between training and development? | 4 | 10 | 6 |
| 4. Discuss the causes of industrial disputes? | 4 | 10 | 6 |
| 5. Explain the roles and qualities of Human Resource Manager? | 4 | 10 | 6 |
| 6. Explain the different types of interview and state the guidelines making interview successful? | 4 | 10 | 6 |
| 7. Explain elaborately any two laws relating to payment of wages? | 4 | 10 | 6 |
| 8. Define incentive? Explain the requirements of sound incentive plans and state its merits and demerits? | 4 | 10 | 6 |
| 9. What is job evaluation? Explain its objectives and methods? | 4 | 10 | 6 |
| 10. Define labour turnover? Discuss its causes? | 4 | 10 | 6 |

[LC 0413]

APRIL 2013

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MANAGEMENT DEGREE EXAMINATION
FIRST YEAR**

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PAPER XII – HUMAN RESOURCES MANAGEMENT

Q.P. Code : 432042

Time : 3 hours

Maximum : 100 marks

I. Elaborate on :

(2x20=40)

1. What is training? Differentiate it from development and also explain the needs and basic purpose of training?
2. Explain the Statutory provisions for industrial safety in India?

II. Write notes on :

(10x6=60)

1. Define Trade Union? Explain the roles and functions of trade union?
2. What is induction? Why do you think induction is important in an organization?
3. What is Human Resources Management? Explain its concept and functions?
4. Distinguish between time wage and piece wage method? Discuss the merits and demerits?
5. Explain the various steps involved in the process of career planning? State its limitations?
6. Explain the methods of performance appraisal?
7. Explain in detail the guidelines that should be followed to make collective bargaining a success?
8. How to prevent strikes in industries and explain the types of strikes?
9. Discuss the requirements of sound incentive plan and the problems arising out of it?
10. Briefly describe recruitment and its sources?

[LD 1013]

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FIRST YEAR**

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PAPER XII – HUMAN RESOURCES MANAGEMNT

Q.P. Code : 432042

Time : 3 hours

Maximum : 100 marks

I. Elaborate on :

(2x20=40)

1. Important sources of recruitment.
2. Scope of training programmes of both workers of supervisors.

II. Write Notes on:

(10x6=60)

1. Functions of Human Resource Management.
2. Participative decision – making.
3. Objectives of promotion.
4. Line & staff function
5. Employee motivation.
6. Recruitment & selection – Differentiate .
7. Importance of industrial health and safety.
8. Factors influencing the wage & salary levels.
9. The role of trade union in industrial relations.
10. Planning in Human Resource.

[LF 1014]

OCTOBER 2014

Sub. Code :2042

**MBA (HOSPITAL & HEALTH MANAGEMENT) DEGREE EXAMINATION
FIRST YEAR
(2011-2012 Batch onwards)
PAPER XII – HUMAN RESOURCES MANAGEMENT**

Q.P. Code: 432042

Time: Three hours

Maximum : 100 Marks

I. Elaborate on:

(2 x 20 = 40)

1. Explain the functions of Human Resource Management in detail.
2. Explain the various methods of training.

II. Write notes on:

(10 x 6 = 60)

1. Explain the role of HR manager.
2. Write a note on
 - a. Job enrichment
 - b. Job enlargement
3. Write about different between transfer and promotion.
4. Explain the source of recruitment.
5. What is mean by collective bargaining? What are its objectives?
6. How industrial disputes are settled?
7. Discuss - Payment of Wages act 1936.
8. Mention the benefits of E.S.I Act 1948.
9. Discuss – gratuity act 1972.
10. What causes accident in the industry and what is the role of top management in safety?
