

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

MSc DEGREE EXAMINATION DECEMBER 2023
(Second Semester)

Branch – HOSPITAL ADMINISTRATION

HUMAN RESOURCE MANAGEMENT

Time: Three Hours

Maximum: 50 Marks

SECTION-A (5 Marks)

Answer ALL questions

ALL questions carry EQUAL marks (5 x 1 = 5)

- 1 _____ is the framework defined by the HRD to manage the HR activities systematically.
(i) HR goals (ii) HR objectives
(iii) HR Strategies (iv) HR policies
- 2 _____ is the process of searching for prospective employees and stimulating to apply for the job.
(i) Selection (ii) recruitment
(iii) Induction (iv) orientation
- 3 The first step in training is an employee _____.
(i) Satisfaction (ii) Supply
(iii) Demand (iv) Orientation
- 4 _____ is the systematic approach for providing monetary value to employees.
(i) Salary (ii) Compensation
(iii) Allowance (iv) Rewards
- 5 _____ strategies assist employers in keeping their staff for extended periods of time.
(i) vacation (ii) satisfaction
(iii) retention (iv) payment

SECTION - B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks (5 x 3 = 15)

- 6 a Explain the HRM objectives in details.
OR
b Describe the roles and responsibilities of HR Manager.
- 7 a Discuss the need and importance of HR planning.
OR
b Explain the job analysis in detail.
- 8 a Discuss the training need analysis.
OR
b Justify the career planning process.

Cont...

- 9 a Explain the objectives and principles of compensation.
OR
b Explain the objectives of performance appraisal.
- 10 a Critically evaluate the techniques of HR retention.
OR
b Why should business adopt green HRM Practices.

SECTION -C (30 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks

(5 x 6 = 30)

- 11 a Elaborate the scope and function of HRM.
OR
b How HRM as a competitive advantage in the changing environment.
- 12 a Explain the selection process in detail.
OR
b Discuss the approaches to job design.
- 13 a How do training impact in a changing technological environment?
OR
b Illustrate the importance of succession planning with suitable examples.
- 14 a Justify the methods of performance appraisal.
OR
b Discuss the competency mapping as the current trend in benchmarking of performance appraisal.
- 15 a Describe how firms can use HR initiatives to cope with workplace changes and trends.
OR
b Discuss the concept of HRIS and its cutting edge technology.

Z-Z-Z END