

**PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)**

**MSc DEGREE EXAMINATION MAY 2025**  
(Second Semester)

Branch - **HOSPITAL ADMINISTRATION**

## HUMAN RESOURCE MANAGEMENT

**Time: Three Hours**

**Maximum: 75 Marks**

### SECTION-A (10 Marks)

**Answer ALL questions**

**ALL questions carry EQUAL marks**

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	Which of the following is a primary objective of Human Resource Management? a) Maximizing shareholder profits b) Ensuring compliance with labor laws c) Developing marketing strategies d) Managing financial investments	K1	CO1
	2	Which function of HRM involves identifying and addressing the training needs of employees? a) Recruitment and Selection    b) Training and Development c) Performance Management    d) Compensation and Benefits	K2	CO1
2	3	What is the primary objective of Human Resource Planning? a) Maximizing employee benefits b) Aligning the workforce with organizational goals c) Reducing training costs d) Increasing the number of employees	K1	CO2
	4	What is the primary purpose of induction and placement in HRM? a) To terminate underperforming employees b) To integrate new employees into the organization c) To assess employee performance d) To design employee compensation packages	K2	CO2
3	5	Which of the following is an example of an off-the-job training method? a) Job rotation                      b) Apprenticeship c) Case study analysis          d) Coaching	K1	CO3
	6	What is the purpose of succession planning in an organization? a) To identify and develop internal candidates for key positions b) To reduce the workforce size c) To outsource critical roles d) To delay promotions and transfers	K2	CO3
4	7	What is competency mapping primarily used for in organizations? a) Assessing employee performance b) Aligning employee skills with job requirements c) Determining compensation packages d) Planning succession strategies	K1	CO4
	8	Which of the following is a component of total compensation? a) Base salary                      b) Performance bonuses c) Benefits (e.g., health insurance)    d) All of the above	K2	CO4
5	9	What does Green HRM primarily focus on? a) Reducing employee compensation b) Promoting environmental sustainability within HR practices c) Increasing the use of paper-based records d) Limiting employee training programs	K1	CO5
	10	What is the primary purpose of conducting an HR audit? a) To assess the effectiveness of HR policies and practices b) To determine employee compensation levels c) To plan for workforce expansion d) To evaluate employee job satisfaction	K2	CO5

**Cont...**

**SECTION - B (35 Marks)**  
**Answer ALL questions**  
**ALL questions carry EQUAL Marks**

(5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Narrate the roles and responsibilities of Human Resource Manager.	K4	CO1
	(OR)			
	11.b.	Explain the HR Policies and Procedures.		
2	12.a.	State the importance of HR Planning.	K5	CO2
	(OR)			
	12.b.	Describe the steps involved in Job analysis.		
3	13.a.	Analyse the training need analysis in Hospitals.	K5	CO3
	(OR)			
	13.b.	Explain the scope of Talent Management.		
4	14.a.	Classify the various components of Compensations.	K6	CO4
	(OR)			
	14.b.	Summarise the current trends in benchmarking in Performance appraisal system.		
5	15.a.	Analyse the scope of strategic HRM.	K6	CO5
	(OR)			
	15.b.	Explain the techniques involved in HR retention.		

**SECTION - C (30 Marks)**  
**Answer ANY THREE questions**  
**ALL questions carry EQUAL Marks**

(3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	"HRM as competitive advantage in the changing environment" – Justify.	K4	CO1
2	17	Examine the Recruitment and Selection process in Hospitals.	K5	CO2
3	18	Discuss on various career development strategies in an organization.	K5	CO3
4	19	Point out the best method of appraisal system suitable for Hospital employees.	K6	CO4
5	20	Analyse the benefit of Green HRM in the workplace.	K6	CO5

Z-Z-Z

END