

PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)

MSc DEGREE EXAMINATION MAY 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 The core purpose of HRM is \_\_\_\_\_.  
(i) Select the right person for the task  
(ii) Satisfaction of employees  
(iii) Safety of employees  
(iv) Make efficient purpose of existing HR
2. \_\_\_\_\_ is the process of assigning a specific job to each one of the selected candidates.  
(i) Induction (ii) Placement  
(iii) Orientation (iv) Development
- 3 Talent Management focus to create a workforce who will \_\_\_\_\_.  
(i) Compete with each other (ii) Work beyond expectation  
(iii) Gain knowledge (iv) Stay in the organisation for the long run
- 4 \_\_\_\_\_ involves motivating employees through financial and non financial incentives.  
(i) Procurement (ii) Compensation  
(iii) Integration (iv) Maintenance
- 5 \_\_\_\_\_ is the use of HRM policies to promote the sustainable use of resources within organizations and more generally promotes the cause of environment sustainability.  
(i) Green HRM (ii) HR Audit  
(iii) HRIS (iv) SHRM

SECTION - B (15 Marks)

Answer ALL Questions

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

- 6 a. Explain the objectives of Human Resource Management.  
OR  
b. State the roles and responsibilities of Human Resource Manager.
- 7 a. Discuss the importance of Human Resource Planning.  
OR  
b. Explain the benefits of Job Analysis.
- 8 a. Analyze the training need in the field of Human Resource Management.  
OR  
b. Evaluate the steps in Career Planning Process.
- 9 a. Classify the individual and group incentive plans.  
OR  
b. State the objectives of Competency Mapping.

Cont...

- 10 a. Discuss the scope of Strategic Human Resource Management.  
OR  
b. Analyze the Human Resource Development strategies in organisation.

**SECTION -C (30 Marks)**

Answer ALL questions

ALL questions carry EQUAL Marks (5 x 6 = 30)

- 11 a. Enumerate the functions of Human Resource Management.  
OR  
b. Human Resource Management as a competitive advantage in the changing environment - Justify.
- 12 a. Determine the various sources of Recruitment.  
OR  
b. Evaluate the <sup>various</sup> steps involved in the Selection process.
- 13 a. Elucidate the Career Development strategy adopted by the organisation.  
OR  
b. Assess the importance of succession planning.
- 14 a. Enumerate the objectives and principles of Compensation.  
OR  
b. Classify the modern methods of Performance Appraisal.
- 15 a. Categorize the various techniques of Human Resource retention.  
OR  
b. Analyze the designing and advantages of Human Resource Information System.

Z-Z-Z

END