

MPHIS-616.101- Human Resources Management for Health

Time - 3 Hours

Maximum Marks:50 (Pass Marks: 20)

This question paper contains 03 printed page/s.

Part A

1. Answer *all* the multiple-choice questions:

10 x 1 = 10

i)		Human resource management is the formal part of an organization responsible for all of the following aspects of the management of human resources except:
	(a)	Strategy development and analysis
	(b)	Systems, processes and procedures
	(c)	Management of the organization's finances
	(d)	Policy making, implementation, and enforcement
ii)		----- is the practice of attracting, developing, rewarding, and retaining employees for the benefit of both the employees as individuals and the organization as a whole.
	(a)	Recruitment
	(b)	Employee knowledge
	(c)	Company information
	(d)	Strategic human resource management
iii)		The basic purpose of HR planning is to:
	(a)	Identify the human resource requirements
	(b)	Identify the human resource availability
	(c)	Match the HR requirements with the HR availability
	(d)	All of the above
iv)		_____ is the process of forecasting an organization's future demand for, and supply of, the right type of people in the right number.
		Human Resource Planning
		Recruitments
		Job Description
		Job Specification
v)		All of the following are reasons for appraising an employee's performance EXCEPT
	(a)	Assisting with career planning
	(b)	Correcting any work-related deficiencies

	(c)	Creating an organizational strategy map
	(d)	Determining appropriate salary and bonuses
vi)		John, the supervisor of the manufacturing department at a computer firm, is in the process of evaluating his staff's performance. He has determined that 15% of the group will be identified as high performers, 20% as above average performers, 30% as average performers, 20% as below average performers, and 15% as poor performers. Which performance appraisal tool has John chosen to use?
	(a)	Behaviorally anchored rating scale
	(b)	Management by objectives
	(c)	Forced distribution
	(d)	Alternation ranking
vii)		The development technique which educates the trainees about the need for and the techniques of prioritizing the situations for decision-making is called-
	(a)	In-basket training
	(b)	Action learning
	(c)	Mentoring
	(d)	Executive coaching
viii)		Which of the following is not a component of job design?
	(a)	Job enrichment
	(b)	Job rotation
	(c)	Job enlargement
	(d)	Job outsourcing
ix)		The purpose of Job Evaluation is to determine:
	(a)	Worth of a job in relation to other jobs
	(b)	Time duration of a job
	(c)	Expenses incurred to make a job
	(d)	None of the above
x)		Job description does not include detail about:
	(a)	Educational Qualification
	(b)	Job Summary
	(c)	Location
	(d)	Working Condition

Part B

Answer any two questions in not more than 250 words each:

2 x 5 = 10 marks

2. Write short notes on:

- (a.) Job Analysis
- (b.) Human Resource Planning

3. What do you understand by performance management? Critically evaluate any five performance appraisal methods.

4. "Compensation Management plays a vital role in various aspects of HRM". Discuss.
5. (a.) Write a short note on career anchors.
(b.) Discuss the merits of adopting a formal procedure for grievance redressal.

Part C

Answer any two questions out of three in not more than 700 words each: 2 x 15 = 30 marks

6. You have been appointed as HR Manager of a Public health Organization in your country. It proposes to select employees for itself. What sources of recruitment should it explore and why? Justify your answer using appropriate examples.
7. "The objective of HR management in an organization is to attain maximum individual development, desirable working relationship between employers and employees and effective inclusion of human resources as contrasted with physical resources." Elucidate.
8. Assume yourself in the role of HR Manager and design a training program for newly hired public health professionals. What training methods would you choose and why?

