Regulations and Curriculum

BACHELORS IN HOSPITAL ADMINISTRATION

Rajiv Gandhi University of Health Sciences, Karnataka
4th 'T' Block, Jayanagar, Bangalore - 560 041
The Emblem of the Rajiv Gandhi University of Health Sciences is a symbolic expression of the confluence of both Eastern and Western Health Sciences. A central wand with entwined snakes symbolizes Greek and Roman Gods of Health called Hermis and Mercury is adapted as symbol of modern medical science. The pot above depicts Amrutha Kalasham of Dhanvanthri the father of all Health Sciences. The wings above it depict Human Soul called Hamsa (Swan) in Indian philosophy. The rising Sun at the top symbolises knowledge and enlightenment. The two twigs of leaves in western philosophy symbolises Olive branches, which is an expression of Peace, Love and Harmony. In Hindu Philosophy it depicts the Vanaspathi (also called as Oushadi) held in the hands of Dhanvanthri, which are the source of all Medicines. The lamp at the bottom depicts human energy (kundalini). The script “Devahitham Yadayahu” inside the lamp is taken from Upanishath Shanthi Manthram (Bhadram Karnebhi Shrunuyanaddev...), which says “May we live the full span of our lives allotted by God in perfect health” which is the motto of the Rajiv Gandhi University of Health Science
Rajiv Gandhi University of Health Sciences, Karnataka

VISION STATEMENT

The Rajiv Gandhi University of Health Sciences, Karnataka, aims at bringing about a confluence of both Eastern and Western Health Sciences to enable the humankind “Live the full span of our lives allotted by God in Perfect Health”

- It would strive for achievement of academic excellence by Educating and Training Health Professionals who
  - Shall recognize health needs of community,
  - Carry out professional obligations Ethically and Equitably and in keeping with National Health Policy
- It would promote development of scientific temper and Health Sciences Research.
- It would encourage inculcation of Social Accountability amongst students, teachers and Institutions.
- It would Support Quality Assurance for all its educational programmes.

MOTTO

“RIGHT FOR RIGHTFUL HEALTH SCIENCES EDUCATION”
NOTIFICATION

Sub: Revised Ordinance pertaining to Regulation and Curriculum of Bachelor of Hospital Administration.

Ref: 1) Minutes of BOS Allied Health Sciences held on 13/05/2019
2) Proceedings of Faculty meeting held on 15/05/2019
3) Proceedings of AC meeting held on 17/06/2019
4) Proceedings of Syndicate meeting held on 29/06/2019

In exercise of the powers vested under Section 35(2) of RGUHS Act, 1994, the Revised Ordinance pertaining to Regulation and the curriculum of Bachelor of Hospital Administration is notified herewith as per Annexure.

The above Regulation shall be applicable to the students admitted to the said course from the academic year 2019-20 onwards.

By Order,

Sd/-

REGISTRAR

To

The Principals of all affiliated Allied Health Sciences Course colleges of RGUHS, Bangalore.

Copy to:

1. The Principal Secretary to Governor, Raj Bhavan, Bangalore - 560001
2. The Principal Secretary Medical Education, Health & Family Welfare Dept., M S Building, Dr.B.R. Ambedkar Veedhi, Bangalore – 01
3. PA to Vice – Chancellor/PA to Registrar/Registrar (Eva.)/Finance Officer, Rajiv Gandhi University Health Sciences, Bangalore
4. All Officers of the University Examination Branch/ Academic Section.
5. Guard File / Office copy.
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<th>Page</th>
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<td></td>
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<td>Course Content</td>
<td></td>
</tr>
<tr>
<td>First semester</td>
<td></td>
<td>17</td>
</tr>
<tr>
<td>Second semester</td>
<td></td>
<td>25</td>
</tr>
<tr>
<td>Third semester</td>
<td></td>
<td>35</td>
</tr>
<tr>
<td>Fourth semester</td>
<td></td>
<td>44</td>
</tr>
<tr>
<td>Fifth semester</td>
<td></td>
<td>52</td>
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<td>Sixth semester</td>
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<td>60</td>
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<td>68</td>
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<td>Minimum requirement of infrastructure and Teaching staff</td>
<td>76</td>
</tr>
<tr>
<td>Annexure</td>
<td></td>
<td>80</td>
</tr>
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</table>
COURSE TITLE & SUMMARY:

The course shall be called the “BHA - Bachelors in Hospital Administration”.

The prescribed course will be an intensive full time program, which will include classroom lectures and practical training in various departments in a Hospital or any healthcare organization.

The programme will be conducted at a College/ Institution recognized by the Rajiv Gandhi University of Health Sciences, Karnataka. Candidates shall abide by the stipulated timings, discipline, rules and regulations of the University.

1. ELIGIBILITY:  To be eligible for admission a candidate shall have obtained:

   A two year Pre University examination or its equivalent as recognized by Rajiv Gandhi University of Health Sciences with any principle subjects of study

   OR

   Pre degree course from a recognized University / Board (two years after ten years of schooling) with any principle subject of study.

2. MEDIUM OF INSTRUCTION:

   English shall be the medium of instruction for the subjects of study as well as for the examination.

3. DURATION OF THE COURSE:

   The Course shall extend over a period of three years. The duration of the course shall be on full time basis for a period of three years consisting of six semesters from the commencement
of the academic term. Each semester would be of minimum twenty weeks.

4. SCHEME OF EXAMINATION:

There shall be six examinations one each at the end of each semester.

The Examination will be of 2400 marks divided into 6 parts as per details given below:

i. BHA Sem I Aggregate marks 400
ii. BHA Sem II Aggregate marks 400
iii. BHA Sem III Aggregate marks 400
iv. BHA Sem IV Aggregate marks 400
v. BHA Sem V Aggregate marks 400
vi. BHA Sem VI Aggregate marks 400

5. DISTRIBUTION OF TYPE OF QUESTIONS AND MARKS FOR VARIOUS SUBJECTS

<table>
<thead>
<tr>
<th>TYPE OF QUESTIONS</th>
<th>NUMBER OF QUESTIONS</th>
<th>NO. OF QUESTIONS TO BE ANSWERED</th>
<th>MARKS FOR EACH QUESTION</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long Essay</td>
<td>3</td>
<td>2</td>
<td>10</td>
<td>20</td>
</tr>
<tr>
<td>Short Essay</td>
<td>10</td>
<td>8</td>
<td>5</td>
<td>40</td>
</tr>
<tr>
<td>Short Notes</td>
<td>12</td>
<td>10</td>
<td>2</td>
<td>20</td>
</tr>
<tr>
<td>Internal assessment</td>
<td></td>
<td></td>
<td></td>
<td>20</td>
</tr>
</tbody>
</table>

6. ATTENDANCE

Every candidate should have attended at least 80% of the total number of classes conducted in an academic year from the date of commencement of the term to the last working day as notified by university in each of the subjects prescribed for that year separately in theory and practical. Only such candidates are eligible to appear for the university examinations in their first attempt. Special classes conducted for any purpose shall not be considered for the calculation
of percentage of attendance for eligibility. A candidate lacking in prescribed percentage of attendance in any subjects either in theory or practical in the first appearance will not be eligible to appear for the University Examination in that subject.

7. Internal Assessment (IA):

- **Theory** - 80 marks.
- **Internal Assessment** - 20 marks.

- There shall be a minimum of two periodical tests for each subject in every Semester. The average marks of the two tests, assignments, seminars etc will be calculated and reduced to 20. The marks of IA shall be communicated to the University at least 15 days before the commencement of the University examination. The University shall have access to the records of such periodical tests etc.
- The marks of the internal assessment must be displayed on the notice board of the respective colleges within a fortnight from the date test is held.
- If a candidate is absent for any one of the tests due to genuine and satisfactory reasons, such a candidate may be given a re-test within a fortnight.

8. Subjects and hours of Teaching

The number of hours for teaching theory and practical for main subjects in first year are shown in Table-1

Table - I Distribution of Teaching Hours in Subjects

<table>
<thead>
<tr>
<th>SEMESTER</th>
<th>MAIN SUBJECTS</th>
<th>NO OF HOURS THEORY</th>
<th>NO OF HOURS PRACTICAL POSTING</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>I Sem</td>
<td>Principles of Management</td>
<td>100</td>
<td></td>
<td>120</td>
</tr>
<tr>
<td></td>
<td>Medical Terminology</td>
<td>100</td>
<td></td>
<td>520</td>
</tr>
<tr>
<td></td>
<td>Fundamentals of Accounting</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Semester</td>
<td>Course Title</td>
<td>Credits</td>
<td></td>
<td></td>
</tr>
<tr>
<td>----------</td>
<td>--------------------------------------------------------</td>
<td>---------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>II Sem</td>
<td>Hospital &amp; Health System (History &amp; Evolution)</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Organizational Behavior</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Bio Statistics</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Health Economics</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Epidemiology &amp; Public Health Administration</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hospital Operations Management –I (Clinical Services)</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Research Methodology &amp; Operations Research</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hospital Medical Records Management</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Project Management</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>III Sem</td>
<td>Hospital Operations Management –II (Non-Clinical Services)</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Management Information System</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Strategic Management</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cost Accounting in Healthcare</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>IV Sem</td>
<td>Quality in Health Care</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Human Resource Management</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hospital Hazards &amp; Disaster Management</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Financial Management in Healthcare</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>V Sem</td>
<td>Material planning &amp; Management</td>
<td>100</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Marketing Management in Healthcare</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Management Accounting in Healthcare</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hospital Related Law</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>VI Sem</td>
<td>TOTAL HOURS</td>
<td>2400</td>
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<td></td>
<td></td>
<td>720</td>
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<tr>
<td></td>
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<td>3120</td>
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### Subsidiary Subjects:

<table>
<thead>
<tr>
<th>Semester</th>
<th>Subject</th>
<th>No of Hours</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>I Semester</td>
<td>English</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>I Semester</td>
<td>Kannada</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>II Semester</td>
<td>Constitution of India</td>
<td>30</td>
<td></td>
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<tr>
<td>II Semester</td>
<td>Sociology</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>III Semester</td>
<td>Computer Fundamentals</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>III Semester</td>
<td>Health Care</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>IV Semester</td>
<td>Environment Science &amp; Health</td>
<td>30</td>
<td></td>
</tr>
</tbody>
</table>

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**9. Scheme of Examination**

There shall be six university examinations, one each at the end of I, II, III, IV, V and VI Semester. The examination for both main and subsidiary subjects for all courses in Allied Health Sciences shall be common in the first year.

Distributions of marks are shown in the Table – II.

<table>
<thead>
<tr>
<th>SL NO</th>
<th>MAIN SUBJECTS</th>
<th>WRITTEN PAPER</th>
<th>IA</th>
<th>TOTAL</th>
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<tr>
<td></td>
<td></td>
<td>Duration</td>
<td>Marks</td>
<td>Marks</td>
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<tr>
<td></td>
<td></td>
<td>3 Hours</td>
<td>80</td>
<td>20</td>
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</table>

**FIRST SEMESTER**

1. Principles of Management
2. Medical Terminology
3. Fundamentals of Accounting
<table>
<thead>
<tr>
<th>Semester</th>
<th>Course Title</th>
<th>Hours</th>
<th>Credits</th>
<th>Examination</th>
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<tbody>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td>400</td>
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<td></td>
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<tr>
<td><strong>SECOND SEMESTER</strong></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Organizational Behavior</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Bio Statistics</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Health Economics</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Epidemiology &amp; Public Health Administration</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>400</td>
<td></td>
<td></td>
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<tr>
<td><strong>THIRD SEMESTER</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Hospital Operations Management –I</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(Clinical Services)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Research Methodology &amp; Operations Research</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Hospital Medical Records Management</td>
<td>3</td>
<td></td>
<td></td>
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<tr>
<td>12</td>
<td>Project Management</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>400</td>
<td></td>
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<tr>
<td><strong>FOURTH SEMESTER</strong></td>
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<tr>
<td>13</td>
<td>Hospital Operations Management –II</td>
<td>3</td>
<td></td>
<td></td>
</tr>
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<td></td>
<td>(Non-Clinical Services)</td>
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<td></td>
<td></td>
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<tr>
<td>14</td>
<td>Management Information System</td>
<td>3</td>
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<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>400</td>
<td></td>
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<tr>
<td><strong>FIFTH SEMESTER</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Quality in Health Care</td>
<td>3</td>
<td></td>
<td></td>
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<tr>
<td>18</td>
<td>Human Resource Management</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Hospital Hazards &amp; Disaster</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
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<td>400</td>
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</table>
### Management

<table>
<thead>
<tr>
<th>Course</th>
<th>Hours</th>
<th>Theory</th>
<th>Practical</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Management in Healthcare</td>
<td>3</td>
<td>80</td>
<td>20</td>
<td>100</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td></td>
<td></td>
<td><strong>400</strong></td>
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</table>

#### SIXTH SEMESTER

<table>
<thead>
<tr>
<th>Course</th>
<th>Hours</th>
<th>Theory</th>
<th>Practical</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Material planning &amp; Management</td>
<td>3</td>
<td>80</td>
<td>20</td>
<td>100</td>
</tr>
<tr>
<td>Marketing Management in Healthcare</td>
<td>3</td>
<td>80</td>
<td>20</td>
<td>100</td>
</tr>
<tr>
<td>Management Accounting In Healthcare</td>
<td>3</td>
<td>80</td>
<td>20</td>
<td>100</td>
</tr>
<tr>
<td>Hospital Related Law</td>
<td>3</td>
<td>80</td>
<td>20</td>
<td>100</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td></td>
<td></td>
<td><strong>400</strong></td>
</tr>
<tr>
<td>PROJECT WORK</td>
<td></td>
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<td><strong>100</strong></td>
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<tr>
<td><strong>GRAND TOTAL</strong> (400+400+400+400+400+400+400+400+100)</td>
<td></td>
<td></td>
<td></td>
<td><strong>2500</strong></td>
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#### SUBSIDIARY SUBJECTS

<table>
<thead>
<tr>
<th>Course</th>
<th>Hours</th>
<th>Theory</th>
<th>Practical</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>English</td>
<td>3</td>
<td>80</td>
<td>20</td>
<td>100</td>
</tr>
<tr>
<td>Kannada</td>
<td>3</td>
<td>80</td>
<td>20</td>
<td>100</td>
</tr>
<tr>
<td>Constitution of India</td>
<td>3</td>
<td>80</td>
<td>20</td>
<td>100</td>
</tr>
<tr>
<td>Sociology</td>
<td>3</td>
<td>80</td>
<td>20</td>
<td>100</td>
</tr>
<tr>
<td>Computer Fundamentals</td>
<td>3</td>
<td>80</td>
<td>20</td>
<td>100</td>
</tr>
<tr>
<td>Environment Science &amp; Health</td>
<td>3</td>
<td>80</td>
<td>20</td>
<td>100</td>
</tr>
</tbody>
</table>

**Note**: 1 A = Internal Assessment

- Main Subjects shall have University Examination.
- There shall be no University Practical Examination.

**Subsidiary subjects**: Examination for subsidiary subjects shall be conducted by respective colleges.

### 10. Eligibility for Examination

A candidate shall register for all the subjects of a year when he/she appears for the examination of that year for the first time.
11. Criteria for pass in subjects

11.1. First year examination

a. **Main Subjects:** A candidate is declared to have passed in a subject, if He / she secure, 50% of marks in University Theory exam and Internal assessment added together.

b. **Subsidiary Subjects:** The minimum prescribed marks for a pass in subsidiary subject shall be 35% of the maximum marks prescribed for a subject. The marks obtained in the subsidiary subjects shall be communicated to the University before the commencement of the University examination.

11.2. Second and Third year Examination

a. **Main Subjects:** A candidate is declared to have passed the Examination in a subject if he/she secures 50% of the marks in theory and internal assessment added together. For a pass in theory, a candidate has to secure a minimum of 40% marks in the University conducted written examination, and 50% in aggregate in the University conducted written examination & internal assessment.

b. **Subsidiary Subjects:** The minimum prescribed marks for a pass in subsidiary subject shall be 35% of the maximum marks prescribed for a subject. The marks obtained in the subsidiary subjects shall be communicated to the University before the commencement of the University examination.

12. Criteria for pass in First year examination

A candidate shall be declared to have passed in first semester examination if he/she passes in all the main subjects.

13. Carry over benefit for first year

If a candidate fails in English in first year, he/she shall be permitted to carry over the subject, but has to pass in English before appearing for the second year university examination.
A candidate who passes in any two of the four main subjects of each semester shall be permitted to carry over those subjects. Failed candidates shall be permitted to appear in the failed subject in the following semester examination along with other subjects. However, he/she shall clear all failed subjects to become eligible to appear for the final year examination.

14. Eligibility for the award of Degree

A candidate shall have passed in all the subjects of first, second and third year to be eligible for award of degree.

15. Qualification and Experience required for appointment as teachers on full time basis for BHA course.

**Qualification:** A pass in Full time Regular Masters program in Hospital Administration/Management or - MSc. in Hospital Administration /Hospital Management or M.B.A. in Hospital Administration /Hospital Management from an institution affiliated to University established under law.

Or

MD - Hospital Administration degree from an institution recognized by Medical Council of India.

15.1. Lecturer:

A pass in Full time Regular Masters program in Hospital Administration/Management or - MSc. in Hospital Administration /Hospital Management or M.B.A. in Hospital Administration /Hospital Management from an institution affiliated to University established under law.

*Teachers having postgraduate medical qualification such as MD in Hospital Administration from an institution recognized by Medical Council of India may be appointed as Senior Resident cum Lecturer.*

15.2. Assistant Professor

**Qualification and experience:** The qualification required shall be as that of Lecturer. 01. The experience required shall be three years of teaching experience as a lecturer in an institution
conducted full time Bachelors and/or Master’s in Hospital Administration /Management or equivalent affiliated to an university established under law Or atleast Three years or more of administrative experience as an administrator in a multi specialty hospital having minimum of 100 beds and approved by RGUHS for that purpose. 02. Two Original Research paper publications as first or corresponding author in an indexed and UGC/MCI recognized Journals are mandatory during the period as Lecturer for appointment as Assistant Professor.

Teachers having postgraduate medical qualification, MD in Hospital Administration from an institution recognized by Medical Council of India may be appointed as Assistant Professor after One year experience as Senior Resident cum Lecturer.

15.3. Associate Professor:

**Qualification and experience:** the qualification required shall be as that of Assistant Professor. 01. The experience required shall be three years of teaching experience as a Assistant Professor in an institution conducting full time Bachelors and/or Master’s in Hospital Administration /Management or equivalent affiliated to an university established under law. 02. Two Original Research paper publications as first or corresponding author in an indexed and UGC/MCI recognized Journals are mandatory during period as Assistant Professor.

Teachers having postgraduate medical qualification such as MD in Hospital Administration from an institution recognized by Medical Council of India may be appointed as Associate Professor after four years experience as Assistant Professor. Two Original Research paper publications as first or corresponding author in an indexed and UGC/MCI recognized Journals are mandatory.

15.4. Professor:

**Qualification and experience:** the qualification required shall be as that of Associate Professor. 01. The experience required shall be four years of teaching experience as a Associate Professor in an institution conducting full time bachelors and/or master’s in Hospital Administration /Management or equivalent affiliated to an university established under law. Two Original Research paper publications as first or corresponding author in an indexed and UGC/MCI recognized Journals are mandatory during period as Associate Professor.

Teachers having postgraduate medical qualification such as MD in Hospital Administration from an institution recognized by Medical Council of India may be appointed as Professor after three
years experience as Associate Professor. Two Original Research paper publications as first or corresponding author in an indexed and UGC recognized Journals are mandatory.

*For faculty with MD- Hospital Administration degree from an institution recognized by Medical Council of India, appointment and promotion will be as per the prevailing Medical Council of India Guidelines. They will be initially appointed as senior residents cum Lecturer and promoted to Assistant professor, Associate professor and Professor as per the MCI Guidelines.

15.5. HoD/Principal: A person having qualification and teaching experience required for Professor of Hospital Administration can hold the post of HOD/Principal.

16. Course of Study:

The course shall be pursued on full time basis. No candidate shall be permitted to work in a health care facility or a related organization or laboratory or any other organizations outside the institution while studying the course. No candidate shall join any other course of study or appear for any other examination conducted by this university or any other university in India or abroad during the period of study.

SUBJECTS PRESCRIBED:

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<th>SEMESTER</th>
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FIRST SEMESTER

HA I 01 PRINCIPLES OF MANAGEMENT

UNIT -1: - 10 hours

Introduction to management - the evolution of management, definition and importance of management. Different schools of management thought- classical school, management sciences school, behavioral school, human relation school, operational approach, system approach and contingency approach to management.

UNIT- 2: - 10 hours

Management - Meaning, nature and characteristics of Management, Scope and functional areas of management, Management as a science art or profession, Management & Administration, Principles of management.

UNIT- 3:- 15 hours

Planning- Meaning, Nature, importance and purpose of planning, Objectives, Planning process, Planning Premises & Types of plans. Decision making - importance & steps

Unit – 4: - 15 hours

Organizing - Meaning and importance, Nature and purpose of organization, Principles of organization, Types of organization, Organization structure / chart, Responsibility and Authority, Span of control, Delegation of authority, Centralization & Decentralization, Line and staff relationships, Types of organizations, formal and informal groups in organizations, Matrix organization, Departmentalization, Committees.

UNIT – 5 - 10 hours

Nature and importance of Staffing - Process of Selection & Recruitment (in brief) staffing function, Manpower needs & Manpower position, Training & development, Performance appraisal, Human resource audit.
UNIT – 6: - 10 hours


UNIT- 7: - 10 hours

Control- Meaning and steps in controlling, Concept of Managerial Control, Importance, Process, Essentials of a sound control system, Methods of establishing Control.

UNIT -8:- 10 hours

Communication- Meaning & Role of Communication, importance, Communication process, levels of Communication, forms, models and media of Communications, Verbal and non-verbal Communication-functions and types. Barriers to effective Communication

UNIT – 8 - 10 hours

Social Responsibility of Management - Professional Management as compared to traditional system of owner Management, Impact of political system, government Policy, national economic planning on managerial policy, CSR.

BOOKS FOR REFERENCE:

3. Terry Francicin - Principles of Management, AITBS Publishers and Distributors, New Delhi
10. J.S. Chandan - Management Concepts and Strategies

**HA 1 02 MEDICAL TERMINOLOGY**

UNIT - 1 - 20 hours

Introduction to medical terminology - Word formation & syntax - Greek alphabet - Greek & Latin prepositional & adverbial prefixes - Singular & plural endings

UNIT - 2 - 30 hours

Human Anatomy and Physiology – Structure & functions of following systems:

- a. Digestive System
- b. Respiratory system
- c. Circulatory system
- d. Central Nervous system

UNIT - 3 - 30 hours

Human Anatomy and Physiology – Structure & functions of following systems:

- a. Muscular Skeletal system
- b. Reproductive system
- c. Excretory system
- d. Endocrine Glands

UNIT - 4 - 20 hours

Commonly used prefixes in medical terminology - Commonly used suffixes in medical terminology - Commonly used root words in medical terminology.

Common Latin term used in prescription writing - Study of standard abbreviations - Commonly used medical terms to define different parts of the body

UNIT - 5 - 25 hours

Medical terminology used by Cardiologist - Medical terminology used by Neurologist - Medical terminology used by Nephrologist - Medical terminology used by Gastroenterologist - Medical
terminology used by ENT surgeon - Medical terminology used by Dentist - Medical terminology used by Orthopedician - Medical terminology used by Gynecologist - Medical terminology used by Oncologist - Medical terminology used by Dermatologist - Medical terminology used by Endocrinologist

BOOKS FOR REFERENCE

2. Fundamentals of Anatomy and Physiology - Textbook by Frederic H. Martini

HA I 03 FUNDAMENTALS OF ACCOUNTING

UNIT – 1: - 15 hours

Introduction to Accounting - Meaning, Need for accounting, Internal and External uses of Accounting information, Accounting concepts and conventions, Accounting practices, Generally Accepted Accounting Principles (Concept only of GAAP)

UNIT – 2: - 25 hours


UNIT – 3: - 25 hours

UNIT – 4: - 10 hours

Rectification of errors and Trial balance - Types of accounting errors and methods of rectification of errors, Preparation of Trial balance.

UNIT – 5: - 15 hours

Final Accounts - Preparation of Trading and Profit and Loss account and balance sheet (including adjustments for Sole Proprietor concern)

UNIT – 6: - 10 hours

Single Entry system of bookkeeping - Preparation of Opening & Closing statement of Affairs and Computation of profit.

BOOKS FOR REFERENCE:

1. V.A.Patil and J.S.Korlahalli - Principles and Practice of Accountancy
2. Grewal T.E - Double Entry book keeping
3. Shukla and Grewal - Advanced Accountancy
4. Gupta and Radhaswamy - Advanced Accountancy Vol I & II
5. Hrishikesh Chakraborty - Advanced Accounts
7. S.N. Maheshwari - Fundamental of Accounting
HA I 04 HOSPITAL & HEALTH SYSTEM (HISTORY & EVOLUTION)

UNIT – 1 - 15 hours

Definition and meaning of Health - Concept of Health, Holistic approach to health, Determinants to health Responsibility for Health, Health & Development, Indicators of Health, Concept of Disease, Concept of Causation, Natural History of Disease, Spectrum of disease, Concepts of Control, Modes of Intervention

UNIT – 2 - 15 hours

Definition and meaning of hospital - historical development of hospitals globally, Systems of medicine, Modern medicine, changing concept of hospitals, present status of hospitals (public & private) in India, Classification of Hospitals

UNIT – 3 - 25 hours

Healthcare – Concepts, changing concepts, levels, healthcare delivery system in India, public, private sector, Indigenous system of medicine, Importance of Voluntary health agencies and health programs in delivering healthcare in India.

UNIT – 4 - 15 hours

Hospital as a system - Peculiarities of hospital system, Roles & Responsibilities of Hospitals, Administration of rural hospitals, staffing pattern & Job description.

UNIT – 5 - 10 hours


UNIT – 6 - 20 hours

BOOKS TO BE REFERRED:

3. Preventive and Social Medicine, K Park, Banarsidas Bhanot Publishers.

S P 1 ENGLISH LANGUAGE & COMMUNICATION:

UNIT 1:

UNIT 2

UNIT – 3
Written Composition – precise writing and Summarizing - Report Writing – Writing of Bibliography – Enlargement of Vocabulary

UNIT -4
Reading and Comprehension – Review of selected material and expressing oneself in words - Vocabulary, Synonyms & Antonyms

UNIT – 5

UNIT – 6
Meaning of Communication; Role of Communication in Business; Basic elements
of the Communication process, level of Communication, forms, models and media of Communications, Verbal and non-verbal Communication-functions and types, Barriers to effective Communication.

**BOOKS TO BE REFERRED:**

3. Letters for all Occasions – A S Meyers, Harper Perennial
4. Spoken English - V Shashikumar and P V Dhanija, Tata Mcgraw Hill, New Delhi
5. Rajendra Paland J.S. Korlahalli-Essentials of Business Communication (Sultan Chand & Sons.)
7. C.B. Gupta-Business Communication & Customer Relations (Sultan Chand & Sons.)
8. Parag Diwan-Communication Management (Deep & Deep Publication Pvt. Ltd.)
II SEMESTER

HA II 05 ORGANISATIONAL BEHAVIOUR

UNIT – 1 - 10 hours

Organization - Meaning and significance, Definition, Scope and Application in Management, need to study organizational behavior, Organisational structure, Emerging Organisations, challenges & opportunities for Organizational behavior.

UNIT – 2 - 10 hours


UNIT – 3 - 10 hours


UNIT – 4 - 10 hours

Attitudes – Meaning, Characteristics of Attitudes, Components of Attitude, Attitude and Behavior, Attitude formation and Measurement of Attitudes

UNIT – 5 - 10 hours

Learning and behavior modification - Principles of learning & Reinforcement, observational & Cognitive Learning. Organizational Behavior Modification - Steps in Organizational Behavior, Modification Process & Organizational Reward Systems

UNIT – 6 - 10 hours

Personality - Determinants of Personality, factors influencing personality - Biological, Cultural, Family, Social, Situational factors. Concept of Conflict – nature, process, types & resolution of conflict.
UNIT – 7 - 10 hours

Group Dynamics - Meaning, Types of Groups, Functions of small groups, Group Size Status, Managerial Implications. Group Behavior, Group Norms, Cohesiveness, Group Think

UNIT – 8 - 10 hours

Leadership - Formal and Informal Leadership, Characteristics, Leadership Styles, theories of leadership.

UNIT – 9 - 10 hours

Organizational Change – Meaning, Nature of work change, Pressure for change, Change process, Types of change, Factors influencing change, resistance to change, overcoming resistance. Organizational Development.

UNIT 10- 10 hours

Managerial skills - Analytical & Decision making skills, Decision making models, Problem solving skills, types of problem solving techniques, delegation, Assertiveness, Time management, Interpersonal skills.

BOOKS FOR REFERENCE:

1. Organizational Behavior - Stephen Robbins
2. Organizational Behavior - John W. Newstrom & Kieth Davis
3. Organizational Behavior - Fred Luthans
4. Organizational Behavior - K. Aswathappa
5. Organizational Behavior - M. Gangadhar. V.S.P.Rao and P.S.Narayan,
6. Organizational Behavior - N.S. Gupta
7. Organizational Behavior - Jit. S. Chandan
8. Organizational Behavior - M.N. Mishra,
10. Management and Behavioral Process - Appaniah & Reddy,
HA II 06 BIO STATISTICS

UNIT – 1: - 8 hours
Biostatistics - Introduction, Background, Basic Concepts, Definition, Functions, Scope, and Limitations.

UNIT – 2: - 15 hours
Diagrammatic and Graphic Representation – Introduction, Significance, Difference between Diagrams and Graphs & Types of Diagrams.

UNIT – 3: - 20 hours
Measures of Central Tendency – Introduction, Types of Averages, Arithmetic Mean (Simple and Weighted), Median, Mode.

UNIT – 4: - 20 hours
Measures of Dispersion – Range, Quartile Deviation, The Mean deviation and the Standard deviation, Coefficient of Variation.

UNIT – 5: - 15 hours
Correlation and Regression Analysis – Meaning, types, probable error, rank correlation (excluding bivariate and multi correlation)

UNIT – 6: - 12 hours
Time Series - Meaning and components, (Problems on moving average and least square method)

UNIT – 7: - 10 hours
Index Numbers – Classification, Construction of Index numbers, Methods of constructing index numbers, Simple Aggregative Method, Simple Average of Price Relative Method, Weighted Index Method, Laspeyres’s method, Paasche’s method, Fischer’s method.
BOOKS FOR REFERENCE:

1. Statistical Methods - S.P. Gupta
2. Fundamentals of Statistics - Elhance D.N
3. Business Statistics - Dr. B.G. Sathyaprasad & Prof. Chikkodi
5. Business Statistics - S. Saha

HA II 07 HEALTH ECONOMICS

UNIT – 1: - 10 hours


UNIT – 2: - 15 hours

Consumer Behavior - The Law of Diminishing Marginal Utility, The law of equi-marginal utility, the indifference curve techniques, properties of indifference curve.

UNIT – 3: - 15 hours

UNIT – 4: - 15 hours
Production – Introduction, Production Functions, and Law of Variable Proportions, Production functions with two variable inputs (isoquants & iso costs). Equilibrium through Iso quants and Iso cost curves.

UNIT – 5: - 15 hours
Analysis of Market situations and Pricing - Kinds of competitive situation, features of perfect competition, monopoly, duopoly, oligopoly and monopolistic competition. Pricing - Meaning, Types of pricing, Pricing under different market situation, Perfect competition, Price determination under monopoly price discrimination and Price determination.

UNIT – 6: - 15 hours

UNIT – 7: - 15 hours
Methods & Techniques of Economic Evaluation of Health Programmes, Cost benefit & cost effective methods, output & input analysis. Insurance programs – Advantages and disadvantages, Health insurance schemes in India, Public Private Partnerships in health sector

BOOKS FOR REFERENCE:

3. Managerial Economics - Gupta G.S.
4. Managerial Economics - Dr. D.M. Mithani
5. Business Economics - Sharma N.K.
7. Managerial Economics - D.N. Dwivedi
HA II 08 EPIDEMIOLOGY & PUBLIC HEALTH ADMINISTRATION

Unit – 1 - 10 hours


Unit – 2 - 25 hours

National health policy - meaning, need and priorities, National health programmes, Health committees and their recommendations, Health services through Five Year Plans, Health for All by 2000 AD, and National Rural Health Mission, International Classification of Disease.

Unit – 3 - 20 hours


Unit – 4 - 20 hours


Unit – 5 - 25 hours

National Health Programmes related to Communicable diseases- Malaria, Filaria, Tuberculosis, Leprosy, AIDS. National Health Programmes related to Non Communicable diseases – Cancer, Blindness, Diabetes, and Mental Health, Reproductive and child health programme. Health related national programme, Integrated Child development scheme, water supply and sanitation, minimum need programme.
S P 3 CONSTITUTION OF INDIA

Unit-I:
Meaning of the team ‘Constitution’ making of the Indian Constitution 1946-1940.

Unit-II:
The democratic institutions created by the constitution Bicameral system of Legislature at the Centre and in the States.

Unit-III:
Fundamental Rights and Duties their content and significance.

Unit – IV:

Unit – V:
Special Rights created in the Constitution for: Dalits, Backwards, Women and Children and the Religious and Linguistic Minorities.
Unit-VI:

Doctrine of Separation of Powers - legislative, Executive and Judicial and their functioning in India.

Unit – VII:

The Election Commission and State Public Service commissions.

Unit – VIII:

Method of amending the Constitution.

Unit – IX:

Enforcing rights through Writs.

Unit – X:

Constitution and Sustainable Development in India.

BOOKS FOR REFERENCE


SP 4 SOCIOLOGY

Unit 1:
Introduction - meaning, definition and scope of sociology, its relation to anthropology, psychology, social psychology - methods of sociological investigations – case study, social survey, questionnaire, interview and opinion poll methods. - Importance of its study with special reference to health care professionals

Unit 2:
Social factors in health and disease: meaning of social factors - role of social factors in health and disease

Unit 3:
Socialization: meaning and nature of socialization- primary, secondary and anticipatory socialization - agencies of socialization

Unit 4:
Social groups: concepts of social groups influence of formal and informal groups on health and sickness. Roles of primary groups and secondary groups in the hospital and rehabilitation setups.

Unit 5:
Family: the family, meaning and definitions - functions of types of family, changing family patterns - influence of family on individual’s health, family and nutrition, the effects of sickness in the family and psychosomatic disease and their importance to physiotherapy

Unit 6:
Community: rural community: meaning and features, health hazards to rural communities, health hazards to tribal community, urban community, meaning and features, health hazards of urbanities.
Unit 7:

Culture and health: concept of health, concept of culture, culture and health, culture and health disorders

Unit 8:

Social change: meaning of social changes, factors of social changes, human adaptation and social change- social change and stress, Social change and deviance - social change and health programme, the role of social planning in the improvement of health and rehabilitation

Unit 9:

Social problems of disabled: consequences of the following social problems in relation to sickness and disability remedies to prevent these problems. Population explosion, poverty and unemployment, beggary, juvenile delinquency, prostitution, alcoholism, problems of women in employment

Unit 10:

Social security: social security and social legislation in relation to the disabled social work: meaning of social work - the role of a medical social worker
III SEMESTER

HA III 09 HOSPITAL OPERATIONS MANAGEMENT-I (CLINICAL SERVICES)

UNIT I - 25 hours

Promoting and Building a new hospital – Planning the Hospital, Guiding principles in planning hospital facilities & services, Stages in planning, Preliminary Survey, Financial Planning, Equipment Planning (Equipment Leasing, Turnkey Projects), Need assessment survey of community, factors determining site, legal requirements, design considerations.

UNIT II - 15 hours

Organization of the Hospital – Organization Structure, Management structure, Types of hospitals, Governing body, Hospital committee and hospital functionaries, Roles and responsibilities of Hospital Administrators.

Unit III - 10 hours

Principles and methods of organizing Clinical services for hospitals, Role of clinical services/ departments in the hospital management.

UNIT IV - 25 hours


UNIT V – 25 hours

Planning, Designing, Functions & Management Of Super Specialty Departments – Cardiology, Orthopedics, Plastic Surgery, Obstetrics & Gynecology, neonatology, Pediatrics, Oncology, Nephrology & Dialysis, Urology, Neurology, Dermatology, Burns, Nuclear Medicine, Transplantation Units.
BOOKS TO BE REFERRED:

1. Principles of Hospital Administration & Planning- B.M.Sakharkar
2. Management of Hospitals - S.L.Goel, R.Kumar
3. Hospital & Health Services administration-Principles & practices, Tabish, OUP
4. Hospitals- facilities planning and management – G D Kunders
5. Hospital Planning and Administration - Llewllyn and Davis Macaulay
6. The Hospital Administrator – George, Jaypee Brothers, N. Delhi, 2003
7. Hospital Services and Planning - Sahkarkar.B M.

HA III 10 RESEARCH METHODOLOGY & OPERATIONS RESEARCH

UNIT – 1 - 15 hours

Introduction – Meaning, Objectives, Types of Research, and Research Approaches, Research methods Vs Research Methodology, Steps in Research - Defining the Research Problem, Meaning, Selecting the Problem & Techniques involved in defining the problem.

UNIT – 2 - 15 hours


UNIT – 3 - 20 hours

Sampling – Meaning, Need, Census & Sample Survey Sampling Designs, Probability Sampling (Simple Random - Systematic - Stratified - Cluster – Area Multistage - Sequential Sampling Methods), Data Collection and Processing Collection of Primary data, Collection of data through Questionnaire & Schedules, Secondary data, Qualitative techniques of data collection, Interview, Observation & Tabulation of Data.
UNIT – 4 - 15 hours

Analysis and Interpretation of Data and Research reporting - Meaning of Interpretation, Technique of Interpretation, Significance of Report writing, Steps, Layout of the Research Report, Types of Reports, Precautions while writing Research Reports.

UNIT – 5 - 15 hours

Quantitative Techniques- Introduction, Statistical and operations Research techniques, Scope and application of quantitative techniques, scientific approach in decision making, Limitations. Probability and probability, distributions - Laws of probability, Baye's theorem, Mathematical Expectation, Binomial, Poisson and normal probability distribution.

UNIT – 6 - 20 hours


BOOKS FOR REFERENCE:

1. Research Methodology - O.R. Krishna Swamy
2. Research Methodology - CR. Kothari
3. Methodology and Techniques of Social Research - Wilkinson & Bhandarkar
4. Research Methodology in social science - Sadhu Singh
5. Research Methodology in Management - V.P. Michael
HA III 11 HOSPITAL MEDICAL RECORDS MANAGEMENT

Unit I - 20 hours

Records Management- Introduction, meaning and importance, definition of registers, records & forms, principles of record keeping, merits and limitations, recent trends in record maintenance, electronic forms of records.

Unit – 2 - 20 hours

Hospital Records - Meaning, Functions, Importance of medical records to Patients, Doctors, Hospitals, Public health, Press, Insurance, Police, Court of Law, Education and Research.

Unit – 3 - 20 hours

Hospital Records – Types - Out Patient record, Causality Emergency, Surgery, Obstetrics and Gynecology, Pediatrics, investigation and diagnosis. Hospital Statistics - Evaluation of Medical Care (Medical, Nursing, Pharmacy etc Audits).

Unit – 4 - 20 hours

Records organization and Management - Classification of records, Bases for classification, Indexing and Filling of records, Problems associated with medical records, International classification of Diseases (ICD) and Diagnostic Related Groups (DRG)

Unit – 5 - 10 hours

Medical Registers - Meaning, Principles, Types, Purposes, Advantages of designing registers, Registers in various departments & common problems faced.

Unit – 6 - 10 hours

Medical forms and Reports - Meaning, Types and significance, Principles of designing of forms & reports, Statutory registers and reports to be maintained.
BOOKS TO BE REFERRED:

3. Francis CM & Mario C de Souza, Hospital Administration, 3rd Ed., Jaypee Brothers, N. Delhi.

HA III 12 PROJECT MANAGEMENT

UNIT – 1 - 20 hours

Project Management - Introduction, Meaning & Definition of project. Defining - Project Managers, Functional Managers & Executive’s role. Project Manager as a planning agent, Project Driven Vs Non Project Driven organization, marketing in the Project Driven Organization, Programs and Projects, Product Vs Project Management, Project Life Cycles, program evaluation, project analysis & management.

UNIT – 2 - 15 hours

Project Planning- Identifying strategic project variables, Project planning, Statement of work, Project specifications, Milestone schedule, Work breakdown structure, Planning cycle, Management Control, categories of project.

UNIT – 3 - 20 hours

Project Feasibility - technical feasibility, marketing feasibility, socio-economic feasibility, managerial feasibility, financial feasibility and potential feasibility.
UNIT – 4 - 15 hours

Project Evaluation and Review techniques - Estimating activity time, Estimating total program time, PERT/CPM planning, Crash time, project sustainability, operations research.

UNIT – 5 - 15 hours

Project Management Functions - Controlling, Directing, Project authority, Team building, Leadership, communications, Project review meetings, Management policies and procedures, proposal writing.

UNIT – 6 - 15 hours


BOOKS FOR REFERENCE:

1. Project Management - Choudary S
2. Project management - Joseph J Moder and Philips C.R.
3. Total Project management - Joy P.K.
4. Project Management - Harold Kerzer
5. Project Management - Josh S
6. Project Management - Saprthe R.K
7. Project Management and Control - Narendra Singh
8. Project Management and Entrepreneurship - Vasanth Desai
S P 5 COMPUTER FUNDAMENTALS

Unit – 1:


Unit – 2:

Computer organization, Central processing unit, Computer memory primary memory and secondary memory. Secondary storage devices – magnetic and optical media. Input and output units. OMR, OCR, MICR, scanner, mouse, Modem.

Unit – 3:

Computer hardware and software, Machine language and high level language, Application software. Computer program, Operating system, Computer virus, antivirus and computer security. Elements of ms dos and windows os, Computer arithmetic, Binary, octal and hexadecimal number systems, Algorithm and flowcharts - Illustrations. Elements of database and its applications.

Unit – 4:

Word processing and electronic spread sheet, An overview of ms word, ms excel and ms PowerPoint, Elements of basic programming - Simple illustrations.

Unit – 5:

List of practical assignments:  (12 sessions of 2 hours each)

2. Simple MS. Dos commands – 1 session
3. Windows operating system – icons, menus and submenus, my computer – 2 sessions
4. Desktop publishing – preparation of a document using ms.word – 2 sessions
5. Installation of software, virus scanning – illustrations – 1 session.
7. Basic programming – illustrations – 1 session.
8. Internet use. Surfing, browsing, search engines, e-mail. – 2 sessions.

BOOKS FOR REFERENCE:

2. Jain, s.k. (1999): information technology “o” level made simple, bpb pub.
5. Hamacher, computer organisation, mc graw.
UNIT 1:

Introduction to Health- Definition of Health, Determinants of Health, Health Indicators of India, Health Team Concept, National Health Policy, National Health Programmes (Briefly Objectives and scope), Population of India and Family welfare programme in India

UNIT 2:

Introduction to Nursing - What is nursing? Nursing principles. Inter-Personnel relationships. Bandaging - Basic turns, Bandaging extremities, Triangular Bandages and their application.

UNIT 3:

Nursing Position, Bed making, prone, lateral, dorsal, dorsal recumbent, Fowler's positions, comfort measures, Aids and rest and sleep. - Lifting and Transporting Patients: Lifting patients up in the bed, transferring from bed to wheel chair, transferring from bed to stretcher.

UNIT 4:

Bed Side Management: Giving and taking Bed pan, Urinal: Observation of stools, urine. Observation of sputum, Understand, use and care of catheters, enema giving.

UNIT 5:

Methods of Giving Nourishment: Feeding, Tube feeding, drips, transfusion - Care Of Rubber Goods - Recording of body temperature, respiration and pulse, - Simple aseptic technique, sterilization and disinfection - Surgical Dressing: Observation of dressing procedures

UNIT 6:

First Aid: Syllabus as for Certificate Course of Red Cross Society of St. John's Ambulance Brigade.
IV SEMESTER

HA IV 13 HOSPITAL OPERATIONS MANAGEMENT-II (NON CLINICAL SERVICES)

Unit I - 10 hours

Principles and methods of organizing - Administrative & support services for Hospitals, Importance & Role of supportive services / departments in the hospital management.

Unit II - 25 hours

Planning, Designing, functions & management of Non-Clinical Services - Pharmacy, Physiotherapy, Clinical laboratory & Blood bank, Radiology & Imaging, Nuclear medicine, Radiotherapy, Medical Records department, CSSD.

Unit III - 20 hours

Nursing Services - Objective, Nursing administration, Duty of nursing officers, nursing and support staff in the ward, nursing by-laws, rules, policies and procedures, nursing audit – determining nursing complement in hospital.

Unit IV – 20 hours


UNIT V - 10 hours

Planning, Designing, Functions & Management of- Administrative Services, Hospital Administration Unit, Financial Management Unit, Hospital Information System, Human Resource Management, Marketing & Public Relations Unit.
UNIT - 6 - 15 hours

Planning and Designing Systems – Engineering Department, Maintenance Department Biomedical Engineering, Electricity & water supply system, Air Conditioning System, Centralized Medical Gas System, Communications System, Environmental Control.

BOOKS TO BE REFERRED:

1. Principles of Hospital Administration & Planning: B.M.Sakharkar
2. Management of Hospitals: S.L.Goel, R.Kumar
3. Hospital & Health Services administration-Principles & practices, Tabish, OUP
4. Hospitals- facilities planning and management – G D Kunders
5. Hospital Planning and Administration- Llewellyn and Davis Macaulay
6. George, The Hospital Administrator - Jaypee Brothers, N. Delhi, 2003
7. Hospital Medical International Pvt. Ltd., Hospital Administration,

HA IV 14 MANAGEMENT INFORMATION SYSTEMS

UNIT – 1: - 10 hours

Introduction to MIS – Concept, roles & objectives of MIS, emergence of MIS, MIS and computers, Impact of MIS, systems approach to MIS, Advantages and disadvantages of computer based MIS, Importance of information in decision making and strategy building, information systems and subsystems.

UNIT – 2: - 15 hours

Information - Classification of information, Levels of information, Methods of data and Information collection value of Information. Conceptual foundations - The decision making process, systems approach to problem solving, support systems for planning. Role of MIS in surveillance for healthcare.

UNIT – 3: - 20 hours
Technical foundations of Information System - Introduction to computer concepts, hardware and software concepts applied to Information System, Database and file management, determining the information requirements. Development of MIS - factors responsible for development of MIS, Implementation of MIS & evaluation of MIS.

UNIT– 4: - 20 hours

System Analysis and Design - Introduction, System Analysis for existing system, system analysis for new requirements, MIS and system /system analysis, cost benefit analysis, Subsystems of MIS (Transaction processing systems, DSS and GDSS, ES). Decision making and MIS - decision making concepts, organizational decision-making, MIS as technique for programme decisions, Decision support system, MIS and role of DSS.

UNIT – 5: - 15 hours

Information Subsystems and Organization- Introduction to ERP, BPR, AI, EIS, KMS and ECRM. Data base Management systems- Data base concepts, data base models data base design, RDEMS MIS and RDEMS, Introduction to oracle & Data Access Management systems. Network - Introduction, topology, LAN and WAN & Data communication.

UNIT – 6: - 20 hours


BOOKS FOR REFERENCE:


HA IV 15 STRATEGIC MANAGEMENT

UNIT – 1 – 10 hours
Business Policy- Introduction, Definition and Importance, Purpose & objectives of business policy.

UNIT – 2 - 20 hours
Utility and application of strategic management- Meaning and definition of strategy, Need & process of strategic management, Strategic decision-making. Reasons for failure of strategic management, Strategists and their role in strategic management.

UNIT – 3 - 12 hours
Environment appraisal- The concept of environment, The Company and its environment, scanning the environment, relating opportunities and resources based on appraisal of the environment (situation analysis - opportunities and threats analysis).

UNIT – 4 - 20 hours
Strategic planning - Process, strategic plan. Corporate level strategies [Stability strategy, expansion strategy, merger strategy, retrenchment strategy, restructures strategy]. Business level strategy - SBU (strategic business units, cost leadership, decentralization).

UNIT – 5 - 20 hours
Implementation of strategies: Activating strategy - interrelationship between formulation and implementation, aspects of strategy implementation, project implementation, and procedural implementation, Structural implementation, structural considerations & structures for strategies. Organizational Design and change, Organizational systems, Behavioral implementation, Leadership implementation, corporate culture, corporate politics and use of power. Functional and operational implementation - Functional strategies, Functional Plans and policies, Financial,
marketing, operational and personnel dimensions of functional plans and policies, Integration of functional plans and policies.

UNIT – 6 - 10 hours

Strategy evaluation - Strategic evaluation and control, operational control, overview of management control, focus on KRA (Key Result Areas).

UNIT – 7 - 8 hours

Social responsibilities - The Company and its social responsibilities, social responsibility for economic growth, Social audit.

BOOKS FOR REFERENCE:

1. R. Nanjundaiah & Dr. S. Ramesh, Strategic planning and business policy.
2. Azhar Kazmi, Business policy and strategic management.
5. Ghosh P.K, Business policy and strategic Planning & management.
6. Lawrence, Business policy and strategic management.
8. Sharma & Gupta, Strategic Management.

HA IV 16 COST ACCOUNTING

UNIT-1:18 Hours

UNIT-2: 18 Hours


UNIT-3: 18 Hours


UNIT-4: 20 Hours


UNIT-5: 16 Hours

Reconciliation of cost and financial accounts - Need for Reconciliation, Reasons for Difference in Profit or Loss shown by Cost Accounts and Financial Accounts, Preparation of Reconciliation Statement.

UNIT-6: 12 Hours

Methods and techniques of costing- Costing Methods: Output Costing, Contract Costing, Service Costing, and Process Costing (only theory)
Cost Control Techniques: Budgetary Control, Standard Costing and Marginal Costing (only theory)

BOOKS TO BE REFERRED:

1. M.N. Arora: Cost Accounting
2. S.P. Jain and K.L. Narang: Cost Accounting
3. S.P. Iyengar: Cost Accounting
4. S.N. Maheshwari: Cost Accounting
5. M.L. Agarwal: Cost Accounting

S P 7 ENVIRONMENT & ECOLOGY

Unit – 1
General meaning of environment, relevance of the subject environment, ecology for hospital administrators.

Unit – 2
Brief outline of the environment (protection) act 1986 & its importance for hospital administration, Legislation vs. Social obligation of hospitals, Role of ngo’s like green peace in environmental protection.

Unit – 3

Unit – 4

Unit – 5

Water pollution and control - brief discussion on hydrosphere, natural water, pollutants: their origin and effects, river/lake/ground water pollution, the financial implication of water pollution control and steps required to be taken e.g. Sewerage treatment plant, water treatment plant. Standards and control in Relation to the effect of legislation by central and state boards for prevention and control of water pollution.

Unit – 6

Land pollution- Brief understanding of lithosphere, pollutants, municipal, industrial, commercial, agricultural, hospital, hazardous solid waste); their original effects, collection and disposal of solid waste, recovery & conversion methods in relation to an hospital enterprise with discussion about the financial implication.

Unit – 7

Noise pollution - Sources, effects, standards & control

BOOKS FOR REFERENCE

1. Environmental science, cunningham,tmh
2. Environmental studies, a.k.de & a.k.de, new age international
3. Environmental pollution control engineering, c.s.rao, new age international
4. Environmental management, n.k. oberoi, excel books
5. Ecosystem principles &sustainable agriculture, sithamparanathan, scitech
V SEMESTER

HA V 17 QUALITY IN HEALTHCARE

UNIT – 1 - 10 hours
Fundamentals of Quality Management: Introduction, Objectives, Historical Background, Concept of Quality Management, contributions by Quality Management Gurus (Kaoru Ishikawa, Juran’s triology, Kaizen, Philip Crosby’s principles, Deming, Pareto)

UNIT – 2 - 10 hours
Quality control tools & techniques - Brain storming, Bench marking, Business process reengineering (BPR), statistical process control, fish bone diagram, six sigma concept, poka yoke, Quality Assurance, Continuous quality improvement (CQI), quality circles.

UNIT – 3 - 20 hours
Techniques of Quality Management - Improving Hospital Performance, Patient Participation, Quality Health Care through Patient Satisfaction, conceptual model for assessing quality in health care.

UNIT – 4 - 20 hours
Organization wide Quality Improvement in Health Care – Introduction, organizing for Quality Assessment, Quality Improvement fundamentals, A Quality Improvement model of daily Patient Care.
UNIT – 5 - 20 hours


UNIT – 6 - 8 hours

Total quality management - The implementation of Total Quality, Planning Quality, organizing Quality, Evaluating Quality, Transforming organizations to a Total Quality Philosophy and Culture. Outcome Management and Total Quality - Background of Quality outcome, what is quality outcome and what is outcome Management?

UNIT – 7 - 12 hours


BOOKS TO BE REFERRED:

2. Quality Improvement in Health Care,2nd Ed, Nelson Thrones
3. Total Quality Management, S.K.Joshy
UNIT – 1 - 10 hours


UNIT – 2 - 20 hours

Human resource planning, Recruitment, Selection and Placement in hospitals- Meaning and importance of human resource planning, benefits of human resource planning, Meaning of recruitment, selection, placement and training, Methods of Recruitment and Selection, Uses of tests in selection, Problems involved in placement.

UNIT – 3 - 10 hours

Training and Induction in hospitals - Meaning of Training and Induction, Objective and purpose of induction, Need for training, benefits of training, Identification of training needs, methods of training, executive development.

UNIT – 4 - 10 hours


UNIT – 5 - 20 hours

UNIT – 6 - 20 hours


UNIT – 7 - 10 hours


BOOKS FOR REFERENCE:

1. C.B. Mammoria - Personnel management
2. Edwin Flippo - Personnel management
3. Aswathappa - Human Resource Management
4. Subba Rao - Human Resources management
5. Michael Porter - HRM and human Relations
8. Sahni - Personnel Management.
HA V 19 HOSPITAL HAZARDS & DISASTER MANAGEMENT

Unit 1 - 10 hours

Hospital hazards – meaning, types (physical, biological, mechanical & psychological), its impact on employees, preventive measures. Hospital hazards management- meaning, need, principles, purpose

Unit 2 - 15 hours

Control of hospital acquired infection- types of infection, Common Nosocomial infections and their causative agents, prevention of hospital acquired infection, role of central sterile supply department, infection control committee, monitoring and control or cross infection, staff health, and patient safety.

Unit 3 - 15 hours


Unit 4 - 12 hours


Unit 5 - 15 hours
Medical insurance: national insurance companies, paramount health care services, third party insurance, payment terms and conditions & limitations of liability and indemnity.

Unit 6 - 15 hours

Disaster – meaning, types, manmade, natural, need for disaster Management. Management of natural disasters - flood, earth quake, drought, cyclone, tsunami etc. Epidemics - cholera, plague, typhoid, jaundice & management of epidemics.

Unit 7 - 10 hours


Unit 8 - 8 hours

Management of disaster – prevention, method precautions, ambulance management. Role of hospitals, community, voluntary agencies and government in disaster management.

BOOKS TO BE REFERRED:

1. Shahunth and panekar v. - first aid, vora publication
2. First aid manual - accident and emergency, vora medical publn.
3. Park k. - Preventive and social medicine
4. Park k - Text book on hygiene and preventive medicine, banarsidas bhanot.
HA V 20 FINANCIAL MANAGEMENT

Unit- - 10 hours


Unit-2: - 10 hours

Time value of money- Introduction, meaning, definition, need, future value (single-uneven flow and annuity, present value (single-uneven flow and annuity), doubling period.

Unit-3 - 10 hours

Financing decisions - Introduction to capitalization and capital structure, sources and instruments of funds (long term, medium term and short term sources). Capital market - primary and secondary, money market.

Unit-4 - 15 hours

Cost of capital - Meaning, computation of cost of capital - cost of equity, preference, debentures and retained earnings. Weighted average cost of capital & marginal cost of capital.

Unit-5 - 15 hours

Capital structure- Meaning, optimum capital structure, factors influencing capital structure, ebit eps analysis & problems. Leverages- operating leverage, financial leverage, combined leverage & problems.
Unit-6 - 20 hours

Investment decision- Introduction, meaning and definition of capital budgeting, features, significance, process, techniques of capital budgeting, payback period, accounting rate of return, net present value, internal rate of return & problems.

Unit-7 - 10 hours

Working capital management- Introduction, concept of working capital, significance of adequate working capital, evils of excess or inadequate working capital, determinants of working capital, cash management, receivables management, inventory management & simple problems on working capital requirements.

Unit-8- 10 hours

Dividend decision – Introduction, meaning and definition, determinants of dividend policy, types of dividend policy & forms of dividends.

BOOKS TO BE REFERRED:

1. Khan and jain: financial management
2. Prasanna chandra- financial management
3. I.m.pandey: financial management
4. Sharma and shashi.k.gupta: financial management
5. S.n.maheshwari: financial management
UNIT- 1 - 10 hours

Materials management – meaning, concept, objectives & importance. Material planning – objectives, integrated approach to materials planning and control, relevance of materials management to hospitals.

UNIT – 2 - 20 hours

Purchasing – types, significance of purchasing policy, principles of scientific purchasing, factors affecting purchasing, essence of sound purchasing policy, purchasing methods, purchasing procedure, imports of equipments and medicines for hospitals. LC payments, common foreign currencies, documents & procedures.

UNIT – 3 - 20 hours

Stores management – objectives, functions, stores location, store accounting and records, stock verification, principles of storage & stores accounting, types of storage care & preservation of materials, equipments in inventory control, role of computers in stores management, need of research for stores management.

UNIT – 4 - 20 hours
Inventory control and purchase management - meaning and significance, concept, importance, techniques. Purchasing & procurement - principles of sourcing, purchase methods & procedures, legal aspects of purchasing. Reference to contract act, sale of goods act, drug control act in respect to purchase activities, Import substitution.

UNIT – 5 - 20 hours

Quality control & quality management - principles & methods, distribution management (logistics management), distribution of materials to various departments & auxiliary services. Exceptional management needs in healthcare units – management of blood bank, donated organs, morgues, dispensaries.

UNIT -6 - 10 hours

Contract administration- administration of services obtained through contract principles. Model contract for laundry, dietary, dispensary, security & ambulance services.

BOOKS FOR REFERENCE:

1. Jha s.m, hospital management 2001, hph, mumbai.
2. Ammer s, purchasing and materials management for health care institutions; north eastern university.
3. Jha s.m, services marketing
HA VI 22 MARKETING MANAGEMENT & PUBLIC RELATIONS IN HEALTHCARE

UNIT— 1:- 15 hours

Introduction to marketing- definition, nature, scope and importance of marketing, approaches to the study of marketing and economic development, traditional and modern concept of marketing, functions of marketing.

UNIT - 2:-10 hours


UNIT— 3:-10hours

Analyzing consumer markets and buying behavior – factors influencing buying behavior (cultural, social, personal, psychological), the buying decision process & stages of the buying decision process

UNIT— 4:-10hours

UNIT—5:-05 hours

Pricing – pricing objectives, policies, factors influencing pricing policy, method of pricing policies and strategies.

UNIT—6:-10 hours

Channels of distribution – definition, need, channel, design decision, channel management decision, factors affecting channels & types of marketing channels.

UNIT—7:-10hours

Promotion – nature and importance of promotion, promotional methods – advertising decisions, differences between sales promotion & public relations, direct selling, advertising copy, evaluation of advertising, differences between personal selling and sales promotion.

UNIT—8:-10hours

Marketing research – marketing information system, components, marketing intelligence system, marketing research, process, types and techniques of organizing marketing research.

UNIT—9:-10hours


UNIT-10:-10 hours

Public relations (PR) – theory and concept, branches of public relations, roles of public relations staff in hospitals, functions of public relations department, differences between HRM & PR, liaison with government agencies.
BOOKS FOR REFERENCE:

1. Philip Kotler - marketing management
2. Wiliam j.Stanton - marketing management
3. Sherleker S. A - marketing management
4. J. C Gandhi - marketing management
5. Davar - modern marketing management.
8. M.v.kulkarni .eph - Marketing research.
Unit-1: 10 hours


Unit-2: 18 hours

Financial statement analysis- Meaning, types, types of financial analysis, methods of financial statement analysis, comparative statements, common size statements, trend analysis.

Unit-3: 25 hours

Ratio analysis - Meaning, importance, utility of ratios, classification, calculation & limitations of ratios.

Unit-4: 25 hours

Fund flow and cash flow analysis- Meaning, concept of funds flow statement, uses and significance of funds flow statement, procedure for preparing funds flow statement, schedule of changes in working capital, funds from operations, statement of sources and application of funds. Cash flow analysis- meaning and concept, comparison between cash flow and funds flow statements, uses and significance of cash flow statement, cash flow from operating, investment and financing activities.

Unit-5: 22 hours

Marginal costing - Marginal costing, meaning, features and assumptions, CVP analysis, calculation of breakeven point.

Budgetary control - meaning and definition of budget and budgetary control, objectives of budgetary control, classification of budget, preparation of flexible budget & cash budget.
BOOKS FOR REFERENCE:

1. M.n.arora: management accounting
2. Sharma and gupta: management accounting
3. S.n.maheshwari management accounting
4. Jawaharlal: essentials of managerial accounting
5. B.s.raman: management accounting
UNIT – 1 - 15 hours

Introduction to Indian constitution- content and significance of fundamental rights and duties, sources of law, interpretation of law, important provisions under Indian contract act, insurance act, trust act, societies registration act.

UNIT – 2 - 15 hours


UNIT – 3 - 20 hours


UNIT – 4 - 20 hours


UNIT – 5 - 15 hours

UNIT – 6 - 15 hours

Ethics in health care: introduction to ethics; nature, scope and purpose- values, norms, beliefs and standards , ethical guidelines for bio-medical research, Indian medical council (professional conduct, etiquette and ethical regulation).

**BOOKS FOR REFERENCE:**

2. Hospital Law Manual- Aspen Health law
SECTION-IV

MONITORING LEARNING PROGRESS

It is essential to monitor the learning progress of each candidate through continuous appraisal and regular assessment. It not only also helps teachers to evaluate students, but also students to evaluate themselves. The monitoring is done by the staff of the department based on participation of students in various teaching / learning activities. It may be structured and assessment be done using checklists that assess various aspects. Model Checklists are given in this Unit which may be copied and used.

The learning outcomes to be assessed should include:

1) **Acquisition of Knowledge**: The methods used comprise of ‘Log Book’ which records participation in various teaching / learning activities by the students. The number of activities attended and the number in which presentations are made are to be recorded. The log book should periodically be validated by the supervisors. Some of the activities are listed. The list is not complete. Institutions may include additional activities, if so, desired.

   *Journal Review Meeting (Journal Club)*: The ability to do literature search, in depth study, presentation skills, and use of audio-visual aids are to be assessed. The assessment is made by faculty members and peers attending the meeting using a checklist (see Model Checklist – I, Section IV)

   *Seminars / Symposia*: The topics should be assigned to the student well in advance to facilitate in depth study. The ability to do literature search, in depth study, presentation skills and use of audio-visual aids are to be assessed using a checklist (see Model Checklist-II, Section IV)
2) **Teaching skills:** Candidates should be encouraged to teach their own classmates or junior students. This performance should be based on assessment by the faculty members of the department and from feedback from the undergraduate students (See Model checklist III, Section IV)

3) **Project Work:** Please see checklist IV and V in Section IV.

4) **Work diary / Log Book** - Every candidate shall maintain a work diary and record his/her participation in the training programmes conducted by the department such as journal reviews, seminars, etc. Special mention may be made of the presentations by the candidate.

**Log book**

The log book is a record of the important activities of the candidates during his training, Internal assessment should be based on the evaluation of the log book. Collectively, log books are a tool for the evaluation of the training programme of the institution by external agencies. The record includes academic activities as well as the presentations and procedures carried out by the candidate.

**Format for the log** book for the different activities is given in Tables 1 and 2 of Section IV. Copies may be made and used by the institutions.

**Procedure for defaulters:** Every department should have a committee to review such situations. The defaulting candidate is counseled by the guide and head of the department. In extreme cases of default the departmental committee may recommend that defaulting candidate be withheld from appearing the examination, if she/he fails to fulfill the requirements in spite of being given adequate chances to set himself or herself right.
Format of Model Checklists

Checklist-I: MODEL CHECKLIST FOR EVALUATION OF JOURNAL REVIEW PRESENTATIONS

Name of the student:              Date:
Name of the faculty/ Observer:

<table>
<thead>
<tr>
<th>SL NO.</th>
<th>CONTENT FOR OBSERVATION</th>
<th>MARKS (10)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Article chosen</td>
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<tr>
<td>2</td>
<td>Extent of understanding of the article</td>
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<td>3</td>
<td>Relevant references consulted</td>
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<tr>
<td>4</td>
<td>Presenter’s fluency, tone, boldness &amp; body language</td>
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<td>5</td>
<td>The sequence of ideas</td>
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<td>6</td>
<td>Audio-visual aids used</td>
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<tr>
<td>7</td>
<td>Ability to defend the paper</td>
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<td>8</td>
<td>Clarity of presentation</td>
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<tr>
<td>9</td>
<td>Control over audience</td>
<td></td>
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<tr>
<td>10</td>
<td>Ability to respond to questions on the paper /subject</td>
<td></td>
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</tbody>
</table>
Checklist-II: MODEL CHECK LIST FOR THE EVALUATION OF SEMINAR

Name of the student:        Date:

Name of the faculty/ Observer:

<table>
<thead>
<tr>
<th>SL NO</th>
<th>CONTENT FOR OBSERVATION</th>
<th>MARKS (10)</th>
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<tbody>
<tr>
<td>1</td>
<td>Content preparation</td>
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<td>2</td>
<td>Extent of understanding of the content</td>
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<td>Comprehensiveness of the content</td>
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<td>4</td>
<td>The use of practical examples and /or illustrations</td>
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<tr>
<td>5</td>
<td>The use of practical examples and /or illustrations</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Audio-visual aids used</td>
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<tr>
<td>7</td>
<td>Control over audience</td>
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<tr>
<td>8</td>
<td>Ability to convey the content</td>
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<tr>
<td>9</td>
<td>Evokes audience interest in the subject</td>
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<tr>
<td>10</td>
<td>References taken</td>
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<td></td>
<td>Total score (100)</td>
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</tbody>
</table>
Checklist - IV: MODEL CHECK LIST FOR PROJECT WORK PRESENTATIONS

Name of the student:        Date:
Name of the faculty/ Observer:

<table>
<thead>
<tr>
<th>SL NO.</th>
<th>POINTS TO BE CONSIDERED</th>
<th>POOR 0</th>
<th>BELOW AVERAGE 1</th>
<th>AVERAGE 2</th>
<th>GOOD 3</th>
<th>EXCELLENT 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Topic selection</td>
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<td>2</td>
<td>Appropriate review</td>
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<td>3</td>
<td>Discussion with guide and other faculty</td>
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<td>4</td>
<td>Quality of protocol</td>
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<td>5</td>
<td>Preparation of Performa</td>
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</table>

**Total score**
Checklist - V: CONTINUOUS EVALUATION OF PROJECT WORK BY GUIDE/ CO-GUIDE

<table>
<thead>
<tr>
<th>SL NO .</th>
<th>CONTENT FOR OBSERVATION</th>
<th>POOR 0</th>
<th>BELOW AVERAGE 1</th>
<th>AVERAGE 2</th>
<th>GOOD 3</th>
<th>EXCELLENT 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Periodic consultation with guide/ co-guide</td>
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<td>2</td>
<td>Depth of Analysis/ Discussion</td>
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<td>3</td>
<td>Department presentation of findings</td>
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<td>4</td>
<td>Quality of final output</td>
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<td>5</td>
<td>Others</td>
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<tr>
<td><strong>Total score</strong></td>
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</table>
OVERALL ASSESSMENT SHEET

Date:

<table>
<thead>
<tr>
<th>CHECK LIST NO.</th>
<th>NAME OF THE STUDENTS</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>A</td>
</tr>
<tr>
<td>1</td>
<td></td>
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<td>2</td>
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</table>

Signature of the HOD                                   Signature of the Principal

The above overall assessment sheet used along with logbook should form the basis for certifying satisfactory completion of course of study, in addition to the attendance requirement.

KEY

Mean score: Is the sum all the scores of checklists 1 to 5

A, B, C: Name of the students
**LOG BOOK**

Table 1: Academic activities attended:

Name:

Admission Year:

College:

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of activity</th>
<th>Particulars</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Seminar, Journal club,</td>
<td></td>
</tr>
<tr>
<td></td>
<td>presentation</td>
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</tbody>
</table>

Table 2: Academic presentations made by the student

Name:

Admission Year:

College:

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Type of activity - seminar, journal club, presentation</th>
</tr>
</thead>
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SECTION-VI

Minimum Requirements of infrastructure and Teaching staff

Guidelines to Start BHA

1. Any organization under: (i) Central Government/State Government/Local body (ii) Registered Private or Public Trust (iii) Missionary or any other organization registered under Society Registration Act (iv) Company incorporated under section 25 of company’s act and has hospital or healthcare as one of the objectives and also has the required infrastructure & faculty can start Bachelors in Hospital Administration (BHA) Course.

2. BHA course shall be offered by a separate Hospital Administration college that has been registered and recognized by Government of Karnataka. It shall not offered by any department of other colleges.

3. Institutions who desires to start BHA course shall require

<table>
<thead>
<tr>
<th>Sl No</th>
<th>TEACHING BLOCK</th>
</tr>
</thead>
<tbody>
<tr>
<td>A.</td>
<td>Land</td>
</tr>
<tr>
<td>B.</td>
<td>Building</td>
</tr>
<tr>
<td>C.</td>
<td>Library with minimum 350 books of relevant subject (min size 10sqft/student)</td>
</tr>
<tr>
<td>D.</td>
<td>Lighting &amp; Fan</td>
</tr>
<tr>
<td>E.</td>
<td>Drinking water facility</td>
</tr>
<tr>
<td>F.</td>
<td>Transportation facility</td>
</tr>
<tr>
<td>G.</td>
<td>Appropriate furniture facility for required number of students</td>
</tr>
</tbody>
</table>

A. **Land** - Land should be owned/leased/rented.
B. **Building** - Academic building sufficient to accommodate the faculties, lecture and seminar rooms, library, with minimum 10 sq.ft. per student.

- Building should be in build area as per number of students approved. Look into building.
  - **Rooms**
    - i. 1 Principal Room
    - ii. 1 staff room (min 20 sqft/staff)
    - iii. 1 Office room (min 20 sqft/staff)
    - iv. 4 class rooms (min 10sqft/student) well ventilated with proper lighting and fans. There should be built in Black/Green/White Boards. There should also be provision for projector.
    - v. 1 seminar hall
    - vi. Common Room for girls and boys
    - vii. Toilets girls and boys separately

- R.C.C. Permanent Building. Ceiling Height minimum 10 feet preferably 11 feet.
- The building completion and stability certificate issued by competent authorities should be produced
- Town and country planning approval for the buildings should be produced

C. **Library** - Should have minimum 400 books or 50 books in each different title on each subject, which ever required for the course.

- Books should include, text books, reference books, besides that at least 2 national’s journals and international journals.
- Library Room size should be of minimum 15sq.ft/ student
A well stocked library with latest edition books and journals on the following subjects.

- Hospital Administration
- General Management
- Organizational Behavior
- Biostatistics, Operations Research and Research Methodology
- Epidemiology, Public Health, Medical Ethics and Health Administration in India
- Basic Accounting and Cost Accounting
- Financial Management in Healthcare
- Health Economics, Principles and practice of Economics
- Legal Issues in Healthcare & Business Ethics
- Human Resources Management in Healthcare
- Industrial relations in Healthcare
- Marketing Management in Healthcare
- Materials Management in Healthcare
- Hospital Planning and Organization
- Quality Management in Healthcare
- Management Information System
- Entrepreneurship & Consultancy Management

Access to Internet facilities and online publications should be made available to students

D. **Adequate civic facilities essential** for students - like, water, drinking water, electricity, ventilation, toilets, sewerage etc in conformity with the norms laid down by the university/state authorities.

E. **Transportation facility** - At least one transport bus with capacity for required number of students.
F. **Appropriate furniture** for lecture/seminar rooms, library, faculty rooms, and rooms for administrative staff.

G. **Teaching Faculty**

**For intake of up to - 20 students**

- Minimum Four Senior and Four Junior faculty are required for a intake upto 20 students.
- Four Senior faculty should be at the level of Associate Professor and above, recognized as Project Guide /Supervisor. Among the senior faculty one should be Principal / HOD on rotation basis once in every four years.
- Four Junior faculty at the level of Lecturer and above.
- For every additional Five admissions, 01. One Senior faculty who is a project supervisor and 02. One junior faculty is required.

**Visiting and part time faculty:** Hospital Administration being multi disciplinary subject will always need contribution from visiting and part time faculty with post graduate qualification and five years of teaching experience in a university recognized Institution. Following are the suggested areas that could be covered by the visiting faculty.

1. Epidemiology, Medical Ethics and Public Health Administration in India.
3. Financial Management and Basic Accounting.
5. Legal Issues in Healthcare and Business Ethics by an eminent Lawyer.
6. A MBBS graduate with good command on Anatomy, Physiology, Biochemistry Microbiology and Pharmacology to teach Human Body and Function.
ANNEXURE

DEPARTMENTS FOR POSTINGS

1. Out Patient Department
2. Laboratory
3. Radiology
4. Inpatient Department (Department wise)
5. Housekeeping & Maintenance (Civil, Water & Electricity)
6. Laundry & Linen
7. Medical Records Department
8. Accounts, Billing & Finance
9. ICU, CCU, NICU, Emergency
10. OT
11. Stores
12. Pharmacy
13. Blood Bank
14. Human Resource Department
15. IT
16. Marketing & Public Relations
17. Transport & Ambulance
18. Front Office, Administration & EPABX
19. Cafeteria
20. CSSD