

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA– SEMESTER –3-EXAMINATION – WINTER-2023

Subject Code:4539233**Date: 07-12-2023****Subject Name: Human Resource Audit****Time:10:30 AM TO 1:30 PM****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

- Q.1 (a) Define following terms briefly** **14**
1. Human Capital
 2. HR Valuation
 3. HRD Climate
 4. Post audit measures
 5. 360-degree feedback
 6. Strategies Alignment
 7. Competencies
- Q.2 (a) Explain the concept of HR audit. What are the various approaches to HR audit?** **07**
- (b) What post-audit steps organization should perform after HR audit.** **07**
- OR**
- (b) Prepare a report on the various functions performed by an HR Auditor while conducting an Audit of any IT consultancy firm of your choice.** **07**
- Q.3 (a) Explain the need of Human Resource Audit in Detail.** **07**
- (b) Design the questionnaire to assess the effectiveness of the compensation system in a manufacturing company.** **07**
- OR**
- Q.3 (a) Explain briefly the steps involved in an HR audit process.** **07**
- (b) Explain important Components of Human Resource Development Audit. What are the Preventive actions that should be taken for effective implementation of business strategy.** **07**
- Q.4 (a) Explain the safe business practices for Pre-employment Requirements?** **07**
- (b) Explain Workplace Policies and Practices with reference to HR audit for Legal Compliance.** **07**
- OR**
- (a) Explain rationale of Human Resource Valuation and Auditing for Business Process Improvement.** **07**
- (b) Design the questionnaire for interviewing HRD chief to highlight progressive HR Policies.** **07**

Q.5 Analyze the following case and answer the questions given below:

ABC Engineering is a 10-year-old company employing 540 employees on their payroll. The company banks heavily on its employees and the strengths it has built-in terms of developing learning attitudes, service orientation, and proactive and informal culture. However, they have faced many problems in recent years. Three major issues faced by ABC are employee communication, performance management and compensation. Employees frequently complain that they do not get information about organizational policies, goals, etc. At the same time, employees are not satisfied with the working of performance management system. They reported that they are not aware of how their performance is measured and that they do not get regular counselling and feedback about their performance. To overcome the problems, ABC has decided to appoint an HRD consultant who will help them to overcome the problems.

Question (a) : Design the questionnaire to assess the performance management system. **07**

Question (b):As an HRD consultant, which data collection method will you use to collect the information to assess the effectiveness of the employees? **07**

OR

Question (a):Design the questionnaire to assess the compensation management system. **07**

Question (b): What competencies should HRD consultant have to be effective in such assignments? **07**
