

**SVKM's NMIMS**  
**NMIMS – GLOBAL ACCESS SCHOOL FOR CONTINUING EDUCATION**

Programme: PGDHRM

Examination: June 2017

Subject: H R Audit

Date: 18.06.2017

Semester: IV

Course : New

Marks : 70

Time: 3.00 p.m. to 6.00 p.m.

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**Instructions:**

1. Answer to each new question to be started on a fresh page.
2. Figures in bracket indicate full marks.

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**Q.1) Attempt any 2 out of 4**

**(Marks: 2X5=10)**

- a) What are the aims, objectives of Competency Mapping in an Audit?
- b) State the purpose of the Auditors interview with the HR manager's.
- c) Briefly state the contents of Audit Checklist in Employee Performance Management.
- d) Explain the definition of Organizational Development OD by Nielsen in 1984.

**Q.2) Write short notes on 2 out of 5**

**(Marks: 2X5=10)**

- a) Briefly describe the three Categories used for Employee Engagement.
- b) Name the factors you should pay attention to while Preparing Job Description.
- c) Name the factors you should pay attention to while Preparing Job Performance Scoreboard.
- d) Post Training to ensure that new skills can be strengthened: Please state how Individual Plan for Improvement is implemented.
- e) What is the prerequisite for a successful Scorecard and what does it measure?

**Q.3) Attempt any 3 out of 5**

**(Marks: 3X10=30)**

- a) State the process of Initiation, Induction to a new job of the Company by a new Employee and the various Introducing Aspects of the Company.
- b) Describe Audit of Organizational Culture and its questionnaire covering the 12 Dimensions.
- c) How are Cultural Audits carried out and Organizational Cultures Effectiveness Measured?
- d) In Analysis of Pre Training Preparation: Please describe the Scientific Mechanism to ensure Appropriateness of Training Programs.
- e) Describe the procedure for Setting Individual Training Schedules in Advance.

**Q.4) Attempt both the questions**

**(Marks: 2X10=20)**

- a) Name the various ways an HR Audit benefits a company.
- b) Briefly describe some of the various components of HR culture which needs to be audited in order to develop HRD into its proper undertaking.

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