

SVKM's NMIMS
School of Distance Learning

Programme: DHRM/PGDHRM
Academic Year: 2012-13
Subject: HR Audit
Date: 10.1.2013

Semester: IV
Course: New
Marks: 70
Time: 3:00 p.m to 6:00 p.m

Instructions: Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer Book, which is provided for their use.

NB:

1. Answer to each new question to be started on a fresh page.
2. Figure in brackets indicates full marks.

1. Attempt any 2 out of 4 (short notes) Marks: 10
a) Observation
b) Elements of HRD culture
c) Change agents
d) Employee engagement audit

2. Attempt any 2 out of 5 (Discuss) Marks: 10
a) Balance Scorecard
b) Appropriation HR audit
c) OCTAPACE
d) Approaches to HR audit
e) Audit of organizational culture

3. Attempt any 3 out of 5 Marks: 30
a) What do you mean by HR Audit? Explain the purpose and scope of HR Audit.
b) What are the methods of auditing of HRD competencies?
c) Discuss the procedure for auditing post training activities.
d) Explain the different phases of Audit of Career Planning & Development.
e) What do you mean by employee relation? Explain employee relations audit.

4. Answer the following questions: Marks: 20
a) What are the key features of a sound motivational system?
b) How can the organization identify training needs? How do auditors analyze if the training needs identified are appropriate?