

SVKM's NMIMS
School of Distance Learning

Programme: PGDHRM
Academic Year: 2012-13
Subject: HR Audit
Date: 15.7.2012

Semester: IV
Course: New
Marks: 70
Time: 3:00 pm 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) Interview as a method of HR Audit
b) Audit of recruitment
c) Auditor
d) Performance Ratings

2. Attempt any 2 out of 5 (Discuss) Marks: 10
a) Role of Change Agents
b) Bi-cultural Audit
c) Flanholtz Rewards Evaluation Model
d) Balance Scorecard
e) Employee engagement audit

3. Attempt any 3 out of 5 Marks: 30
a) What do you mean by HR Audit? Why most companies want HR Audit?
b) What are the preliminary steps need to be conducted for HR Audit?
c) How do the auditors carry out manpower demand and supply analysis?
d) What do you mean by auditing of compensation and benefits?
e) Explain the audit of compliance of labour law.

4. Answer the following questions: Marks: 20
a) Explain the concept of Organizational Culture. What are the strategies to merge different organizational cultures?
b) What do you understand by balanced scorecard? How would you maintain an effective HR scorecard framework?