

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

Programme: PGDHRM

Examination: December 2014

Subject: H R Audit

Date: 04.01.2015

Semester: IV

Course : New

Marks : 70

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

Instructions:

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

Q.1) Attempt any 2 out of 4

(Marks: 2x5=10)

- a) Explain the iceberg model of organisational culture and its application to audit of HR climate.
- b) Explain audit of pre-training preparation.
- c) Discuss the process of HR Audit, including when it should be done and who should do it.
- d) Why is audit of employee relations necessary? Explain briefly how it is to be done.

Q.2) Attempt any 2 out of 5

(Marks: 2x5=10)

- a) Explain briefly how HR scorecard is constructed.
- b) How will you assess effectiveness of HR Audit as an intervention?
- c) Discuss interviews as a methodology of HR Audit – its importance and how it should be done.
- d) How do you audit induction process in an organisation?
- e) How would you analyse the abilities of an organisation to retain employees?

Q.3) Attempt any 3 out of 5

(Marks: 3x10=30)

- a) Discuss audit of HR interventions based on competency mapping.
- b) How do you audit implementation of performance management process?
- c) Explain the process of auditing career planning and development.
- d) How is employee motivation audited?
- e) Explain with examples how audit of HR Structure should be carried out.

Q.4) Attempt both the questions

(Marks: 2x10=20)

- a) Explain what is HR supply analysis. How will you carry it out?
- b) Explain how an auditor should assess alignment of HR practices with business goals.
