

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA – SEMESTER 4 – EXAMINATION – SUMMER 2019**

**Subject Code: 3549233****Date: 08/05/ 2019****Subject Name: Human Resource Audit (HRA)****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.

<b>Q. No.</b>	<b>Explain the terms</b>	<b>Marks</b>
<b>Q.1</b>	a) HRD Audit b) Human Capital c) HR Valuation d) TQM e) Quality Circles f) Exit Interview g) HRD Climate	<b>14</b>
<b>Q.2</b>	(a) What is HR Audit? What are the benefits of HR audit?  (b) What are the different components of HRD audit? Explain in detail.	<b>07</b>  <b>07</b>
<b>OR</b>		
	(b) What are the needs for HR Audit? Explain in brief the approaches to HR Audit.	<b>07</b>
<b>Q.3</b>	(a) What are the different issues in deciding HR Audit Methodology?  (b) Explain in brief the HR Audit Process.	<b>07</b>  <b>07</b>
<b>OR</b>		
<b>Q.3</b>	(a) What are the different Workforce issues while conducting HR Audit? Explain in brief.  (b) Explain how use of H R Audit report leads to Business Improvement?	<b>07</b>  <b>07</b>
<b>Q.4</b>	(a) Why HR Audit report is prepared? What are the Main components of HR Audit report? Explain in brief.  (b) What is the rationale of Human Resource Valuation & HR Auditing? Explain in brief.	<b>07</b>  <b>07</b>
<b>OR</b>		
<b>Q.4</b>	(a) What are the different issues in Human Capital measurement & Reporting?  (b) What is the scope of HR Audit? How it will help in designing workplace policies & Practices?	<b>07</b>  <b>07</b>

Q.5 Product and distribution company, built up over 8 years to a turnover of over 120 crores and an over 150 employees. Its products sell in both the India and on other countries in Europe, South America and Asia. The company was unable to innovate in the product required. It also suffers with production issues of efficiency and delay. Company getting complain in sales & distribution activities. Moreover, Customers are asking for product variety, which company could not able to offer compare to the competitor. Each department is working in their work area defined strictly. Departmental goals are given more priority than company objective resulted in dissatisfied customer and rising complain. The consultant was asked to look in to the matter. Consultant suggested for HRM Audit framework. The HRM Audit Framework carried through the sequence of HRM Audit Framework stages and identified that the HRM infrastructure need to be replenished with new or revised schemes and procedures. The member of the board of directors responsible for workforce management was better placed to manage the employment relationships with less demand on time and also produced guidelines for the planning and consultation with staff on changes. The latter point was very important as the company was continuing to advance incremental innovations related to the main thrust of its product penetration and to improve efficiency at all stages of the production, sales and distribution processes. The analysis identified that the HRM capability required to be reinforced with enhance organizational focus with improved alignment and support for the aims of the business. Appropriate options were identified so as to ensure high priority to achieve the required HRM capability which was implemented by a systematic plan.

- (a) What is the problem in case. 07
- (b) Does the consultant does right thing? Justify your answer. 07

OR

- Q.5 (a) Why HRM audit Framework is required in this case? Justify your answer. 07
- (b) If you were the manager to take decision, what you could have done & Why? 07

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