

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA INTEGRATED- SEMESTER - VII EXAMINATION- SUMMER-2023

Subject Code: 2577133**Date: 23/06/2023****Subject Name: Human Resource Audit****Time: 02:30 PM TO 05:30 PM****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make Suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

- Q.1** (a) What is Human Resource Audit? Briefly discuss the elements of good HR practices and enumerate the role of HRA in the fulfillment of the same **07**
 (b) As a Chief HR Officer what alternative approaches will you adopt for conducting HR Audit? **07**
- Q.2** (a) Write a detailed note on the important Components of Human Resource Development Audit **07**
 (b) Enumerate the competencies of the Audit team with suitable example **07**
- OR
- (b) What are the issues related to HR Audit? **07**
- Q.3** (a) Abacus Inc. is a famous private financial service provider. They are having more than 2700 employees working across 150 branches in India. They are currently having an HR department that is operational for each state and the head of HR is located in the Mumbai at Registered office. As a CEO, how you'll facilitate the HR Audit System for their Organization? **07**
 (b) What are the areas for HR Audit in general? Explain any two of them with the list of questions you may ask for ensuring efficiency. **07**
- OR
- Q.3** (a) Potential Pvt. Ltd. company is an HR outsourcing company. It has 1700 employees working in more than 20 branches across these states. Their HR department is centralized and located in Mumbai, having a small team of 30 employees. The team is small as their HR Functions are fully automated and based on HRIS, most of the training modules are online and performance appraisal is also based on HRIS. However, they have not conducted an HR audit with internal members. As an HR professional, how you'll help the company accomplish the pre-audit steps? **07**
 (b) Explain legal compliance for Hire process and New-hire orientation with reference to audit. **07**
- Q.4** (a) Explain the objective HR Audit. How you'll define the goal of HR Audit? **07**
 (b) Explain the HR Audit Process in brief **07**
- OR
- Q.4** (a) Write a note on various methodologies of conducting HR audits. **07**
 (b) What are some potential legal issues that organizations should be aware of when conducting a human resource audit? **07**
- Q.5** (a) Why HR Audit report is prepared? What are the Main components of an HR Audit report? Explain in brief. **07**
 (b) What is meaning of Human Resource Valuation? Explain methods for Human resource Valuation. **07**
- OR
- Q.5** (a) Explain how the use of HR Audit report leads to Business Improvement. **07**
 (b) Explain rationale of Human resource Valuation and Auditing **07**
