

Enrollment No./Seat No.:

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER - III EXAMINATION - SUMMER 2025

Subject Code: 4539233

Date: 06-06-2025

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.**

	Marks
Q.1 Explain the following terms:	14
(a) KRA	
(b) Competencies	
(c) Audit data	
(d) Job shadowing	
(e) Employee relations	
(f) Statutory Audit	
(g) HR Valuation	
Q.2 (a) What do you understand by Human Resource Audit? Explain different components of Human Resources Audit in detail with suitable illustrations.	07
(b) Elaborate the role of HRD audit in enhancing organizational performance, and also explain how it contributes to continuous business improvement.	07
OR	
(b) Discuss HR Audit functions and explain the process of conducting Human Resource Audit in detail.	07
Q.3 (a) Planning of HR requirement and effectiveness of forecasting and scheduling can be ascertained through HR audit'. Comment the statement with reference to strategic alignment of systems and HRD Audit.	07
(b) What are the key HRD methodologies used to assess and develop employee competencies, and how do they contribute to organizational effectiveness?	07
OR	
(a) How can conducting HR Audit be beneficial for the company and for the HR department?	07
(b) What competencies or qualification does HRD Auditors should have to conduct HRD Audit?	07
Q.4 (a) What are the different issues in Human Capital measurement & Reporting?	07

- (b) What is the format of HR Report? What Criteria should be kept in mind for preparing report? 07

OR

- (a) What is human resources valuation and accounting? Discuss in detail different methods of human resource valuation. 07
- (b) What is the scope of HR Audit? How it will help in designing workplace Policies & Practices? 07

Q.5

Case Study:

Octavia LLP. is into Global recruitment, serving in the Indian market for manpower supply at various positions. The company holds a good reputation in organizing HRD Audit Training Program as a part of their ongoing HRD strategy. Three months back the company organized In-house HRD Audit Training Program for two days to train the managers in both the theoretical and practical aspects for conducting internal HRD audit in the reframed manner. The training program was well planned, organized and executed with the assistance of external trainer as well as HRD consultants. The constructive feedback was received and all the participating managers expressed their satisfaction with regard to the Audit training program. Having been trained on various aspects, the managers conducted the Annual Audit meeting with their respective employees of their department. However, it was discovered that many of the managers failed to effectively operate the documentations and Auditing systems. Moreover, some of them admitted of playing the 'lip service' to the system. Besides this, the significant problems were found by having the subsequent reviews with the employees. It was mainly found that the implementation and effectiveness of training had been seriously undermined.

- (a) Discuss the factors which may have led to audit program failure. 07
- (b) Suggest the strategies organizations must implement to make HRD audit system successful. 07

OR

- (a) Where do the company go wrong in evaluating the success of Audit program? 07
- (b) Discuss the roles and responsibilities of managers as internal auditors for organizing and preparing audit related documents. 07
