

**GUJARAT TECHNOLOGICAL UNIVERSITY****MBA(INTEGRATED)- SEMESTER- VII EXAMINATION – WINTER 2020****Subject Code:2577133****Date:05/01/2021****Subject Name:Human Resource Audit****Time:10:30 AM to 12:30 AM****Total Marks: 47****Instructions:**

1. Attempt any **THREE** questions from Q1 to Q6.
2. **Q7 is compulsory.**
3. **Make suitable assumptions wherever necessary.**
4. **Figures to the right indicate full marks.**

- Q.1** (a) Define HR Audit. Explain the need for HR audit in the organization. **07**  
(b) Describe briefly the elements / characteristics of good HRD and relate it with the Integrative Framework approach. **07**
- Q.2** (a) Explain the different components of HR Audit. Do they differ depending on the type of organization? **07**  
(b) Discuss the process of HR Audit in brief, highlighting the importance of implementation of each step for its success. **07**
- Q.3** (a) Explain the issues related to workforce communication and Employee relations in Human Resource audit. **07**  
(b) Explain the issues related to Performance management in Human Resource audit. **07**
- Q.4** (a) Explain different approaches to conduct HR Audit. Explain which of the approach is most suited for a medium scale organization. **07**  
(b) Which are the different methods for conducting HR Audit? Explain them with their respective advantages and disadvantages. **07**
- Q.5** (a) What is the role of Preventive actions and Corrective actions (PACA) in the audit process? **07**  
(b) Explain the procedure to analyze the data collected in the audit process. **07**
- Q.6** (a) What is the importance of writing an HR audit report? Explain the contents of the same with an example. **07**  
(b) What are the benefits of conducting HR audit? How does it impact an organization's efficiency? **07**
- Q.7** (a) How can HR audit report be useful for increasing business efficiency/performance? **05**
- OR**
- Q.7** (a) Explain in detail the HR compliance and safe business practices which can be recognized and followed through HR audit. **05**

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