

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA Integrated– SEMESTER –VII-EXAMINATION – WINTER-2023**

**Subject Code:2577133****Date: 14-12-2023****Subject Name: Human Resource Audit****Time:10:30 AM TO 01:30 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) Define HRA, Scope of HR Audit and pre-employment requirement. **07**  
(b) What is the purpose of a human resource audit, and why is it important for an organization? **07**

- Q.2** (a) What is Performance Management? Explain Performance Management in detail. **07**  
(b) Short note on “Assessing the ability to change”. **07**

**OR**

- (b) Which types of legal and common issues create in HR Audit? **07**

- Q.3** (a) As a manager, which elements of HRA followed by you? **07**  
(b) Define barriers which influence an HR Audit? **07**

**OR**

- Q.3** (a) How are training needs identified? **07**  
(b) Explain audit of Human resource function. **07**

- Q.4** (a) Why organization need Human resource audit? **07**  
(b) How Team building system work in organization? **07**

**OR**

- Q.4** (a) Describe the steps involved in conducting a comprehensive HR audit. **07**  
(b) What are the main areas of legal compliance that HR professionals need to be aware of during an audit? Provide examples. **07**

- Q.5** (a) Define direct and indirect compensation systems. Which compensation system is effect to reduce employee turnover ratio? **07**  
(b) What are the objectives of HRA in organization? **07**

**OR**

- Q.5** (a) As a manager, you have to recruitment and selection of employees then how you can do it? **07**  
(b) Is HRA report improve the business, yes/no? How? **07**

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