

Total No. of Questions: 6

Total No. of Printed Pages:3

Enrollment No.....



Faculty of Management Studies
End Sem Examination May-2024
MS3EH09 HRD Audit

Programme: BBA

Branch/Specialisation: Management

Duration: 3 Hrs.

Maximum Marks: 60

Note: All questions are compulsory. Internal choices, if any, are indicated. Answers of Q.1 (MCQs) should be written in full instead of only a, b, c or d. Assume suitable data if necessary. Notations and symbols have their usual meaning.

- Q.1 i. What is the primary objective of HRD audit? **1**
- (a) Assessing employee satisfaction
 - (b) Evaluating HR policies and procedures
 - (c) Identifying gaps and opportunities for improvement in human resource development
 - (d) Measuring employee turnover rate
- ii. What is the outcome of HRD audit? **1**
- (a) Identifying strengths and weaknesses of HR practices
 - (b) Implementing immediate corrective actions
 - (c) Conducting employee satisfaction surveys
 - (d) None of these
- iii. What does HRD style refer to? **1**
- (a) The attire worn by HR professionals
 - (b) The leadership and management approach towards human resource development
 - (c) The design of training programs
 - (d) The office layout and design
- iv. Which of the following is NOT a characteristic of a supportive HRD culture? **1**
- (a) Open communication channels
 - (b) Emphasis on individual competition
 - (c) Continuous learning and development opportunities
 - (d) Recognition of employee contributions

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v.	Strong HRD culture is characterized by:	1
	(a) Resistance to change	
	(b) Lack of employee engagement	
	(c) Alignment with organizational goals and values	
	(d) Hierarchical decision-making	
vi.	Which competency focuses on aligning HRD strategies with organizational goals?	1
	(a) Change management (b) Strategic planning	
	(c) Coaching and mentoring (d) Talent management	
vii.	How does an HR scorecard contribute to strategic alignment?	1
	(a) By focusing solely on financial metrics	
	(b) By linking HR activities to organizational goals	
	(c) By ignoring employee performance	
	(d) By measuring only individual productivity	
viii.	Which perspective of the balanced scorecard framework is commonly used in HR scorecards?	1
	(a) Financial (b) Customer	
	(c) Internal processes (d) Learning and growth	
ix.	TNA stand for in HRD?	1
	(a) Total needs analysis	
	(b) Training needs assessment	
	(c) Teamwork and adaptability	
	(d) Technical networking application	
x.	Which of the following is NOT a component of HRD audit?	1
	(a) Training and development	
	(b) Performance management	
	(c) Compensation and benefits	
	(d) Financial auditing	
Q.2	i. Explain the concept of HRD audit.	2
	ii. Describe the need of HR audit.	3
	iii. Explain the steps involved in designing HRD process.	5
OR	iv. What are the importance of corrective and preventive actions in HRD audit? Describe.	5

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Q.3	i. Define the term the structural alternatives.	2
	ii. Illustrate the OCTAPACE culture & its importance.	8
OR	iii. Explain the importance of top management styles in building the culture.	8
Q.4	i. Explain the uses of HR audit questionnaire.	3
	ii. Write down about the myths and realities of HRD.	7
OR	iii. Explain the challenges faced by HRD in dynamic landscape.	7
Q.5	i. Explain HR scorecard.	4
	ii. Write the reasons for implementing the HR scorecard in organization.	6
OR	iii. Elaborate the Balanced Scorecard Theory.	6
Q.6	Attempt any two:	
	i. Elaborate the areas under the scope of HR audit.	5
	ii. What are the objectives of managerial compliance audit? Explain.	5
	iii. Write a short note on the audit of HR climate.	5

Marking Scheme
HRD Audit (T) - MS3EH09 (T)

Q.1	i)	c) Identifying gaps and opportunities for improvement in human resource development	1	Q.4	i.	Illustrations Example	2 Marks 1 Mark	3
	ii)	a) Identifying strengths and weaknesses of HR practices	1		ii.	Point of Difference Illustration	4 Marks 3 Marks	
	iii)	c) The design of training programs	1		OR iii.	Types of challenges Illustration	4 Marks 3 Marks	
	iv)	b) Emphasis on individual competition	1	Q.5	i.	Definition Expression	2 Marks 2 Marks	4
	v)	a) Resistance to change	1		ii.	Reasons Implementation defined	4 Marks -2 Marks	
	vi)	a) Change Management	1		OR iii.	Explanation Diagram/chart//Example Marks	5 Marks -1	
	vii)	b) By linking HR activities to organizational goals	1	Q.6	Attempt any two:			5
	viii)	d) Learning and Growth	1		i.	Illustrations Significance	4 Marks 1 Mark	
	ix)	b) Training Needs Assessment	1		ii.	Illustrations Significance	4 Marks 1 Mark	
	x)	a) Identifying strengths and weaknesses of HR practices	1		iii.	Illustrations Significance	4 Marks 1 Mark	
Q.2	i.	Description	2 Marks					5
	ii.	Description	3 Marks					
	iii.	Process chart Illustration	1 Mark 4 Marks					
	OR iv.	Importance Points Explanation	4 Marks 1 Mark					
Q.3	i.	Definition	2 Marks					8
	ii.	Explanation Diagram/chart	7 Marks 1 Marks					
	OR iii.	Explanation Diagram/ Examples	7 Marks 1 Mark					
