Enrollment No......................................

Faculty of Management Studies
End Sem Examination Dec 2024
MS5EH08 HRD Audit

Programme: MBA   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.

			Marks	BL	PO	CO	PSO
Q.1	i.	What is the primary purpose of an HRD audit?	1	1	1	1	
		(a) To assess financial performance					
		(b) To evaluate the effectiveness of training programs					
		(c) To measure employee satisfaction					
		(d) To analyze market trends					
	ii.	Who is primarily responsible for conducting an HRD audit?	1	1	1	1	
		(a) External auditors					
		(b) HR managers or specialists					
		(c) The finance department					
		(d) All employees equally					
	iii.	A company that values continuous learning and provides ongoing education exemplifies which type of culture?	1	1	1	2	
		(a) Performance culture					
		(b) Innovative culture					
		(c) Learning culture					
		(d) Inclusive culture					
	iv.	What is the primary goal of aligning HRD style with organizational culture?	1	1	1	2	
		(a) Increase profits					
		(b) Enhance employee engagement and effectiveness					
		(c) Improve market position					
		(d) Streamline operations					

Q.7	Case Study	10	2	4	2

Xenia Ltd. is experiencing a significant decline in employee productivity and morale. The management suspects that outdated HR policies and lack of employee development programs are to blame. To address these issues, Xenia Ltd. decides to conduct an HRD audit.

Question:

(a) Describe the key steps Xenia Ltd. should take to conduct an effective HRD audit.

(b) What areas should the audit focus on to identify and resolve the issues related to employee productivity and morale?

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v. Which of the following is considered a core competency in HRD? **1** 1 1 3
(a) Financial analysis
(b) Talent management
(c) Market research
(d) Supply chain management

vi. Which HRD audit instrument allows for collecting feedback from multiple sources, including peers and managers? **1** 1 1 3
(a) Performance appraisal (b) 360-Degree feedback
(c) Focus groups (d) Training surveys

vii. What types of metrics are commonly used in an HR scorecard? **1** 1 1 4
(a) Qualitative measures only
(b) Quantitative and qualitative measures
(c) Financial metrics only
(d) Market share metrics only

viii. In designing a human resource scorecard, what is the significance of using both leading and lagging indicators? **1** 1 1 4
(a) To simplify the scorecard
(b) To provide a balanced view of performance over time
(c) To focus only on past performance
(d) To eliminate the need for qualitative data

ix. In an HR climate audit, what aspect is typically measured to assess workplace culture- **1** 1 1 5
(a) Recruitment efficiency
(b) Employee morale and satisfaction
(c) Sales performance
(d) Market share

x. Why is it important to regularly review and update workplace policies? **1** 1 1 5
(a) To confuse employees
(b) To ensure alignment with current laws and organizational goals
(c) To create more paperwork
(d) To limit employee rights

Q.2 i. Write the meaning of HRD audit. **2** 1 1 1
ii. Write the importance of HRD audit. **2** 1 2 1
iii. Explain the role of HRD audit in business improvement. **4** 2 4 1
OR iv. Explain the preventive and corrective actions in HRD audit. **4** 3 4 1

Q.3 i. How does organization's size and structure influence its HRD style? **3** 2 2 3
ii. Explain the importance of top management styles in building culture. **5** 2 4 3
OR iii. Explain the process to audit the style of top management. **5** 2 9 3

Q.4 i. Write about HRD competencies. **3** 1 2 4
ii. Explain the myths and realities of HRD. **5** 2 4 4
OR iii. Write short note on: **5** 2 4 4
(a) HRD audit instrument
(b) Group interviews

Q.5 i. Define HR scorecard. **2** 1 2 5
Attempt any two-
ii. Write in brief the objective for implementing HR scorecard. **3** 2 9 5
iii. Explain the process to measure the effectiveness of HR. **3** 3 5 5
iv. How to design the human resource scorecard. **3** 3 5 5

Q.6 Attempt any two:
i. What do you mean by managerial compliance? **4** 2 4 2
ii. Explain the process to audit HR climate. **4** 3 9 2
iii. Discuss in detail about workplace policies and practices. **4** 2 4 3

Marking Scheme

MS5EH08 (T) HRD Audit (T)

Q.1	i)	b) To evaluate the effectiveness of training programs	**1**
	ii)	b) HR managers or specialists	**1**
	iii)	c) Learning Culture	**1**
	iv)	b) Enhance employee engagement and effectiveness	**1**
	v)	b) Talent management	**1**
	vi)	b) 360-Degree Feedback	**1**
	vii)	b) Quantitative and qualitative measures	**1**
	viii)	b) To provide a balanced view of performance over time	**1**
	ix)	a) Employee morale and satisfaction	**1**
	x)	b) To ensure alignment with current laws and organizational goals	**1**

Q.2	i.	Definition 1 marks	**2**
		Explanation 1 marks	
	ii.	Importance 3 points 2 marks	**2**
	iii.	role of HRD Audit in business improvement.	**4**
OR	iv.	preventive 2 marks	**4**
		and corrective actions 2 marks	

Q.3	i.	Concept of organization's size and structure 1 mark	**3**
		influence its HRD style 2 marks	
	ii.	Concept or definition 2 marks	**5**
		importance of top management styles in building culture 3 marks	
OR	iii.	process to audit the style of top management 5 marks	**5**

Q.4	i.	HRD competencies 4-5 points 3 marks	**3**
	ii.	myths 2 marks	**5**
		and realities of HRD 3 marks	
OR	iii.	1. HRD Audit instrument 2.5 marks	**5**
		2. Group Interviews 2.5 marks	

Q.5	i.	Definition of HR Scorecard. 2 marks	**2**

	ii.	objective for implementing HR Scorecard. (3 – 4 objectives)	**3**
OR	iii.	process to measure the effectiveness of HR. diagram 1 mark or 5 points 3 marks	**3**
		design the human resource scorecard (diagram and process 3 marks)	

Q.6		Attempt any two	
	i.	Definition 2 marks	**4**
		Concept and explanation of managerial compliance 2 marks	
	ii.	process to audit HR climate definition 2 marks and other details 2 marks	**4**
	iii.	Workplace policies and practices. Concept 2 marks and example 2 marks	**4**

Q.7		Case Study

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