

VPM's
DR VN BRIMS, Thane
Programme: PGDM (2017-19) (HR)
PGDM Trimester VI Examination April 2019

Subject	Intellectual Capital Management with HRD Score Card 2500		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	1	Date	11th April'19

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.

Q1) 20 Marks (Compulsory)

Assuming you are the Head of HR, prepare a HR Score Card with at least 5 key measures, metrics and KPIs which you think has significant impact on the Organization's performance.

Explain how you justify the function of HR in the organization with the support of HR Score Card.

Assumption: Chose any one industry, Manufacturing or IT or FMCG.

Attempt Any FOUR from the below SIX Questions

Q2) (5x2) = 10 Marks

a) Explain what is Intellectual Capital and its significance in an Organization.

b) State 3 components of Intellectual Capital describe with examples.

Q3) 10 Marks

Discuss different methods of Human Resource accounting, their advantages, disadvantages and limitations.

Q4) 10 Marks

Explain the concept of Balance Score Card and give examples of measures in each quadrant.

Q5) 10 Marks

Explain the evolution of HR and discuss different drivers and challenges

Q6) 10 Marks

Explain the significance of HR Audit and mention the Audit process

Q7) 10 Marks

Explain what OD Interventions is and how do you identify, design and implement these Interventions.