

HRPA 03

Roll No.

Total No. of Printed Pages: One

Total No. of Questions : 6

Maximum Marks : 60

Duration (hrs.) : 3 hours

Section , if any :

Note : Answer any **FOUR** Questions

- Be precise and to the point
- Give illustrations to clarify your point
- All Questions carry equal marks
- Answer the Questions on separate page of answer sheet
- Total marks 100 (60+40). Pass marks 50.

- Q.1 "Although nothing can be done about the past performance, perhaps even about the present performance can certainly be made excellent as the organisation desires, provided proper care is taken today to plan for the quantity and quality of tomorrow's manpower". Elucidate.
- Q.2. Briefly answer the following :
- a. "A good HR Manager is not just a hirer and firer of men". Explain.
 - b. Why is it important for companies today to make their human resources into a competitive advantage? Explain how HR can contribute to doing this.
- Q.3 What is career planning? Why is career management important in today's corporate environment ?
- Q.4
- a. Explain the need, objective and concept of HRD Audit.
 - b. Why do most of the Companies insist on HRD Audit?
 - c. What are the areas and scope for HR Audit?
- Q.5 The main objective of HRD Audit is to align the HR function (structure, system and processes) with business goals and to create a business-driven HR function. Elucidate.
- Q.6 Write short notes on : (Any three)
- a. HR Score Card
 - b. Role of line managers in HRD Audit
 - c. HRD Audit Questionnaires
 - d. HRD Audit Report
 - e. Manpower Budget