

HRPA 03

MMS-III (HR) 31/10/2009

Roll No. HR Planning & Audit

Total No. of Printed Pages : 2

Total No. of Questions : 6

Maximum Marks : 60

Duration : 3 hours

- 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
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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 Attempt any **two** :

- a. "In ten years hence it will be people to fit in jobs rather than designing Jobs to accommodate individuals" Explain.
- b. What are the major activities of Human Resource Development Department?
- c. Draw an organizational chart of HRD Department to show its interdepartmental relationship.

Q.3 a. Explain the need, objective and concept of HRD Audit.
b. Why do most of the Companies insist on HRD Audit?

Q.4 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.5. Write short notes on : (Any two)

- a. HR Score Card
- b. Role of line managers in HRD Audit
- c. HRD Audit Questionnaires
- d. HRD Audit Report

Q.6 “Best HR practices contribute to the effectiveness, continuity and stability of the organization.” Give your viewpoints.
