

Roll No. :

Total No. of Printed Pages : 2

Total No. of Questions : 6

Maximum Marks : 60

Duration : 3 hours

29-10-2010

HRPA 03

Human Resource Planning & H.R. Audit

- 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. Briefly answer any **two** of the following :
- a. "A good HR Manager is not just a hirer and firer of men". Explain.
 - b. What are the challenges before the Human Resource Manager under present scenario of post-recession?
 - c. 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
- 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.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.

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Q.5 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 Resouce Development Department?
- c. Draw an organizational chart of HRD Department to show its interdepartmental relationship.

Q.6 Write short notes on : (Any three)

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