

VPM's
DR VN BRIMS, Thane
Programme: PGDM (2014-16)
Sixth Trimester (HR) Examination April 2016

Subject	Intellectual Capital Management		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	1	Date	22.04.2016

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

Q1) 20 Marks (Compulsory)

Please explain The H R Score Card in detail. Its objectives, process & how it's done. Explain with chart.

Attempt Any FOUR from the Remaining SIX Questions

Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- Why only few companies in India have implemented Human Resources Accounting?
- Please explain the importance of an Intangible Assets in enhancing organizational total wealth.
- How HRD Audit can help the Organization to take it from Compliance stages to Excellence?

Q3) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- Explain HRD Audit? Why HRD Audit is necessary?
- Do you agree that Intellectual Capital can be used for competitive advantages of the organization? Explain if yes.
- Can you give an example of Balance Score Card in a Chart format?

Q4) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- How balance Score Card can be linked to individual employee's KRA?
- Please define HRD Culture & Values.
- Who can conduct HRD Audit? Please explain why?

Q5) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- Please give the example of HRD Audit by interviewing CEO of the company.
- Narrate Finance aspect in H R Score Card. How can it help in improving organization?
- What are the preparations should be done by CEO & HR Head before start of H R Audit?

Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- What are the aspects you will cover in briefing session for HRD Audit?
- How the gaps in HR Processes can be identified by HRD Audits?
- Narrate People & Process aspect in H R Score Card

Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- What's Competencies & Qualification required to be effective HRD Auditor?
- Give the checklist of the documents required for observation and analysis of HRD Dept.
- Draw a table showing the Myths & Realities affecting H R Professionals as narrated by Mr. Ulrich.