

**VPM's**  
**DR VN BRIMS, Thane**  
**Programme: PGDM (2016-18) (HR)**  
**PGDM Trimester V Examination December 2017**

<b>Subject</b>	<b>Human Resource Planning and Audit</b>		
<b>Roll No.</b>		<b>Marks</b>	<b>60 Marks</b>
<b>Total No. of Questions</b>	<b>7</b>	<b>Duration</b>	<b>3 Hours</b>
<b>Total No. of printed pages</b>	<b>2</b>	<b>Date</b>	<b>27.12.2017</b>

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

**Q1) 20 Marks (Compulsory)**

Naik, AGM Materials, is fuming and fretting. He bumped into Kamath, GM Materials, threw his resignation letter on his table, shouted and walked out of the room swiftly.

Naik has reason for his sudden outburst. He has been driven to the wall. Perhaps, details of the story will tell the reasons for Naik's bile and why he puts in his papers, barely four months after he took up his present assignment.

The year was 1995 when Naik quit the prestigious SAIL plant at Vishakhapatnam. As a materials Manager, Naik enjoyed powers – he could even place an order for materials worth Rs 25 lakh. He needed nobody's prior approval.

Naik joined a pulp-making plant located at Harihar in Karnataka, as a AGM Materials. The plant is a part of the multi-product and multiplant-conglomerate owned by a prestigious business house in India. Obviously, perks, designation and reputation of the conglomerate lured Naik away from the public sector steel monolith.

When he joined the eucalyptus pulp making company, little did Naik realize that he needed prior approval to place an order for materials worth Rs 12 lakh. He had presumed that he had the authority to place an order by himself worth half the amount of what he used to do at the mega steel maker. He placed the order; materials arrived, were received, accepted and used up in the plant.

Trouble started when the bill for Rs 12 lakh came from the vendor. The accounts department withheld payment for the reason that the bill was not endorsed by Kamath. Kamath refused to sign on the bill as his approval was not taken by Naik before placing the order.

Naik felt fumigated and cheated. A brief encounter with Kamath only aggravated the problem. Naik was curtly told that he should have known company rules before venturing. Naik decided to quit.

**QUESTIONS**

- 1) Give the Case Study a Suitable Title and Explain the Title suitability to this Case
- 2) What is the problem in this case, Discuss considering Human Resource Planning?
- 3) Does the company have an orientation programme? If yes, how effective is it?
- 4) If you were Naik what would have you done?

**Attempt Any FOUR from the Remaining SIX Questions**

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

- a) “As Organizations become more Global, HRP becomes more important and complex”,  
Elucidate
- b) Define Human Resource Planning, Factors for HRP and Barriers to HRP
- c) Explain Root Cause Analysis: to Understand Employee Dissatisfaction

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

- a) Explain Demand Forecast, and various Methods of Demand Forecast, Explain any  
Three
- b) Mention and Explain the Steps in Selection Process
- c) Explain Pre-employment Testing Process and KSAO's

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

- a) Explain the Recruitment Process on Candidate Basis & Organization Basis
- b) What are the External Sources of Recruitment and what are its Advantages & Disad-  
vantages?
- c) Elucidate Human Resource Accounting and the Theory of Human Resource Accounting

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

- a) What are the Various Measurements of HR Accounting? Explain the Cost Approach
- b) What are the Objectives of HR Audit and Explain the various Types of HR Audits?
- c) In HRM, What are the various sections to conduct HR Audit?

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

- a) What is HR ScoreCard? Draw the HR Strategy Map with reference to HR ScoreCard  
usage.
- b) Explain the Various Approaches to HR Audit
- c) What is the Difference between Human Resource Accounting and Human Resource  
Auditing?

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

- a) What are the Current Trends in e-Recruitment, Mentions with examples their advant-  
ages and disadvantages?
- b) How is Virtual Reality nowadays being used for HR Practices, Explain?
- c) What are the Various Myths and Realities of HR Professionals in Today's Era?