

Trimester: Sep-Dec 24		
Examination: End Term Examination		
Programme code: 10 Programme: MBA PT HRM	Class: TY	Trimester: VIII (SVU 2025)
Name of the Constituent College: K. J. Somaiya Institute of Management		Name of the department/Section/Center: Human Resources
Course Code:	Name of the Course: HR Audit & HR Score Card	

Maximum Marks: 50

Date: 04-01-25

Notes:

1. Question No. 1 is compulsory.

2. Answer any 3 question from Question 2 to Question 8.

Question No.		Max. Marks
Q1 (a)	<p>Solve any one of the below 2 cases:</p> <p>HRD Systems Audit at Global Solutions Corp</p> <p>Global Solutions Corp, a multinational IT company, has implemented several HR systems to streamline operations, including recruitment software, a performance management system, and an employee self-service portal. However, employees frequently report:</p> <ul style="list-style-type: none"> • Delays in the recruitment process due to system inefficiencies. • Difficulty in accessing accurate performance review data. • Low usage of the self-service portal for updating personal information. <p>The HR team has been tasked with conducting an HRD Systems Audit to identify gaps and inefficiencies in these systems and recommend improvements.</p> <p>Questions:</p> <ol style="list-style-type: none"> 1. What key components should be evaluated during the HRD Systems Audit at Global Solutions Corp? 2. How can the audit team gather feedback from employees to understand the challenges they face with the systems? <p>OR</p> <p>HRD Values Audit at Harmony Textiles</p> <p>Harmony Textiles, a family-run business, prides itself on fostering values like trust, collaboration, and innovation among its employees. Recently, an internal survey revealed that employees feel these values are not consistently reflected in workplace practices. For example:</p> <ul style="list-style-type: none"> • Some teams report a lack of collaboration between departments. • Employees feel innovation is not rewarded or encouraged enough. • Trust issues have arisen due to perceived favoritism in promotions. <p>The HR department has decided to conduct an HRD Values Audit to assess how well organizational values are being lived and experienced across teams.</p> <p>Questions:</p> <ol style="list-style-type: none"> 1. What steps should the HR department take to design the HRD Values Audit for Harmony Textiles? 2. Suggest one method to measure how employees perceive the value of "trust" in the workplace. 	20
Q2.	<p>Explain Any 2 of the below costs of Human Resources:</p> <ul style="list-style-type: none"> • Welfare Cost • Training Cost • Acquisition Cost 	10

Q3.	Explain OCTAPACE.	10
Q4.	Explain the concept of HRD Audit as an OD intervention	10
Q5.	Explain the HRD Scorecard model	10
Q6.	Mention any 5 Myths & 5 Realities of HRD	10
Q7.	Explain any 3 types of HRD Structures?	10
Q8.	Explain the 4 roles of HR as described by Dave Ulrich	10