**SESSION AUG/SEPT 2022**

**PROGRAM MASTER OF BUSINESS ADMINISTRATION (MBA)**

**SEMESTER III**

**COURSE CODE & NAME DHRM304- HR AUDIT**

**CREDITS 4**

**Assignment Set – 1**

**1. What is HRD Audit? How is it important for an organization?**

**Ans: Human Resource Management (HRM)** and also the concept of HR audit. In this unit, you will study about human resource development (HRD) audit in detail, about different HRD strategies, systems, structure, culture, competencies and also the theories of HR audit.

The present unit tells you

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**2. What are the various approaches to HR audit?**

**Ans: There are five common approaches for the purpose of evaluation of HR in any organisation:**

**Comparative approach:** In this approach, another division or company that has better practices or results is chosen as the model. The audit team audits and compares the audited firm’s results with the best practices of the model organisation. This approach is commonly used to compare the results of

**3. How can HR Audit help in Employee Relations and Team Building? Explain.**

**Ans:** In a Harvard Business Review article titled "Understanding 'People' People," (June 2004) Timothy Butler and James Waldroop identified four dimensions to optimize interpersonal communications:

**Influence:** Professionals who earn a high score in this dimension enjoy developing and extending their sphere of interpersonal influence. They take pleasure in persuasion, negotiation, and

**Assignment Set – 2**

**4. Write a note on HR Scorecard and its importance.**

**Ans:** HR scorecard measures the HR function's effectiveness and efficiency in producing employee behaviours needed to achieve the company's strategic goals.

**In order to achieve that you need to know:**

– What the company's strategy is.

– Understand the causal

**5. What are the different types of competencies? Explain with examples.**

## Ans: Three types of competencies to watch out for

**1. Core competencies**

It is often seen that core competencies are in direct relation with strategic organization capabilities. For those who are not aware of what this is all about, these capabilities refer to areas in which the organization seeks to have a competitive advantage. Core competencies are extremely useful for individuals to

**6. What are challenges in valuation of human resources? Discuss.**

**Ans: VALUATION OF HUMAN RESOURCES**

The biggest challenge in HR audit is that of assigning monetary values to different dimensions of HR costs, investments and the worth of employees.

**The two main approaches usually employed**