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| **SESSION** | **AUG-SEP’23** |
| **PROGRAM** | **MASTER OF BUSINESS ADMINISTRATION (MBA)** |
| **SEMESTER** | **III** |
| **COURSE CODE & NAME** | **DHRM304 (HR AUDIT)** |
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**Assignment Set – 1**

**1. Explain the importance of human resource planning in an organization. 10**

**Ans 1.**

Human resource planning is a crucial element in the strategic framework of an organization, serving as a link between human resource management and the overall strategic plan of a company. This process involves forecasting the organization's future demand for employees, analyzing the supply of labor, and developing strategies to ensure that the organization has the right number of employees with the appropriate skills and competencies at the right time. The importance of human resource planning in an organization can be understood through various dimensions.

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**2. Explain various human resource development systems. 10**

**Ans 2.**

Human resource development (HRD) systems are crucial for any organization aiming to maximize its human capital. These systems encompass a range of practices and processes designed to enhance the skills, knowledge, and abilities of employees. Understanding the various components of HRD is essential for creating a productive and motivated workforce.

**1. Training and Development**

One of the core

**3. Explain various issues faced during HR Audit. 10**

**Ans 3.**

Human Resource (HR) Audits are critical for organizations to ensure the effectiveness and compliance of their HR practices. However, conducting these audits can encounter several challenges. This essay will explore various issues faced during HR audits, discussing each in detail.

**Compliance with Laws and Regulations**

One of the primary challenges in HR audits is ensuring compliance with the constantly evolving employment laws and regulations. Auditors need to be well-versed in national and international employment laws,

**Assignment Set – 2**

**4. What do you understand by human resource scorecard? Explain the reasons for implementing the human resource scorecard. 2 + 8**

**Ans 4.**

The concept of a Human Resource (HR) Scorecard represents an innovative and strategic approach to managing human resources within an organization. It is a tool designed to translate an organization's strategic goals into specific, quantifiable performance metrics, focusing on HR's contribution to these objectives. This approach aligns HR processes and activities with the overall strategy of the business, ensuring that the human capital is effectively leveraged to

**5. What do you understand by competency mapping? Explain any four core competencies for professionals. 2 + 8**

**Ans 5.**

**Understanding Competency Mapping**

Competency mapping is a strategic process used by organizations to identify and document the specific skills, knowledge, abilities, and behaviors required to effectively perform roles within the workforce. This systematic approach helps in aligning employee abilities with the organization's needs, ensuring that the workforce is capable of meeting current and future challenges. The process typically involves identifying key competencies for each role, assessing individuals against

**6. Explain the two approaches employed for valuation of human resources. Explain Morse model used for valuation of human resources. 4 + 6**

**Ans 6.**

Valuation of human resources is a crucial aspect in the field of Human Resource Management (HRM), focusing on assigning economic value to the people in an organization. This process is vital for effective HR planning and decision-making. Two primary approaches are commonly employed for the valuation of human resources: the Historical Cost Method and the Economic Value Method. Additionally, the Morse model is a notable framework in this domain.

**Historical Cost Method**