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62250

Reg. No.

IV Semester M.B.A (Day And Eve) Degree Examination, September/October- 2022

MANAGEMENT

Industrial Relations and HR Audit

(CBCS Scheme 2019-2020 Onwards)

Paper - 4.4.3

Time : 3 Hours

Maximum Marks : 70

SECTION - A

Answer any five questions, from the following each Question carries 5 marks.

(5×5=25)

1. Explain the various approaches to Industrial Relations and Human Relations.
2. Enumerate the objectives of Human Resource Audit with examples.
3. Describe the causes of poor industrial laws.
4. What arc the principles of effective HR audit?
5. Explain the role and functions of HR auditor.
6. Describe the process of preparing an HR audit report
7. Enumerate the objectives of ILO.

SECTION - B

Answer any three questions, from the following each Question carries 10 marks.

(3×10=30)

8. Discuss the evolution of Industrial Relation Polices in India.
9. Explain the various theories of Trade unions with suitable examples
10. Examine the application of HR audit report on continuous business improvement
11. Discuss the procedures for audit of performance management system with suitable examples.

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SECTION - C

12. Compulsory Case Study: **(1×15=15)**

As a part of ongoing HRD strategy, A global distribution company organized in house HRD audit training programme to train their managers in the theory and practice for conducting internal HRD audit. Two days training programme was carefully prepared, organized and implemented by organization with the help of external trainer and HRD consultants. Research carried out at the end of the training that every manager is involved and expressed their satisfaction with Audit training program. Managers went back to their department to carry out their future work, related to first set of annual audit meeting with employees. After few months in operation ,it was discovered by accident that number of managers were ineffectively operating the documentations and auditing systems. Other admitted that they were playing lip service to the system. Subsequent reviews with employees found that significant problem in the system and implementation and effectiveness of training was seriously undermined.

Questions:

1. Discuss the factors which may have led to audit program failure
2. Where the company went wrong in evaluating the success of audit program/Discuss
3. Suggest the strategies organization must implement to make HRD audit system successful.