

[Time: 2 ¼ Hours]

[Marks: 75]

Please check whether you have got the right question paper.

N.B: 1) All questions are compulsory.

2) Figures to the right indicate marks.

Q.1 A) Multiple Choice Questions (Any 8)

[8]

1) _____ refers to the costs incurred in acquiring the right man for the right job at the right time and in right quantity.

- a) Additional Cost
- b) Acquisition Cost
- c) Requisition Cost
- d) Selection Cost

2) Results of HR Audit _____ are expressed in measurable terms.

- a) Can
- b) Cannot
- c) Are Always
- d) None

3) Workshop method of conducting HR Audit is very _____.

- a) Rigid
- b) Flexible
- c) Cannot say
- d) None of the above

4) For maintaining confidentiality of information the HR Auditor may sign _____.

- a) NDA
- b) MOU
- c) Contract
- d) None

5) Opportunity cost method was first advocated by _____ and _____.

- a) Hc Kiman & Jones
- b) RG Barry & Rinson Likert
- c) Eric G & Flan Holtz
- d) Malcolm Baldrige & Ishkawa

6) _____ training cost refers to the cost incurred in conventional training for the orientation of an individual so that he can operate the work.

- a) Formal training
- b) Informal training
- c) Special training
- d) On the job training

7) Historical development of Human Resources Accounting has how many stages?

- a) 1
- b) 2
- c) 4
- d) 5

8) _____ cost takes time to calculate and consider.

- a) Opportunity
- b) Replacement
- c) Selection
- d) Recruitment

- 9) Historical cost accounting also known as _____ accounting.
- a) Conventional
 - b) Non-Conventional
 - c) Both a & b
 - d) None of the above
- 10) _____ can be easily verified with the help of relevant documentary and other evidence.
- a) Documents
 - b) Financial statements
 - c) Verbal records
 - d) None of the above

Q.1 B) Match the following (Any 7)

[7]

A	B
1) Expected realizable value	a) Employee skills
2) Asset multiplier method	b) MBO approach
3) Questionnaire method	c) HR Valuation
4) Performance management	d) Rensis Likert
5) Recruitment, documentation etc	e) Pre-decided questions
6) Structured interview	f) Elements of HR Audit
7) Replacement cost method	g) Performance related pay
8) Costing Exercise	h) Scientific and objective
9) Specific Goals for measuring performance	i) No relation between cost and value
10) Opportunity cost method	j) Non-monetary method

Q. 2a) Explain historical development of HRA and its stages. [15]

OR

Q.2b) What is HR Accounting and explain the objectives. [8]

Q.2c) Explain in detail the need for HR Accounting. [7]

Q.3a) What is historical-cost approach and state its advantages. [15]

OR

Q.3b) Explain Replacement cost and its limitations. [8]

Q.3c) Explain capitalization of salary and its disadvantages. [7]

Q.4a) What is Human Resource Audit? What are the features of Human Resource Audit? [15]

OR

Q.4b) What are the limitations of HR Audit? Explain in detail?

Q.4 c) Describe the process of HR Audit.

[8]

[7]

Q.5) Which are the areas covered by HR Audit? Explain in brief.

OR

Q.5) Short notes. (Any 3)

1. Valuation of Human resources
2. Issues in Human Capital measurement and reporting
3. Human Resource Accounting
4. Principles of Effective HR Auditing
5. Capitalized Earning approach concept.

[15]

[15]