

[6225]-612

T.Y. B.B.A.

DSE 606 C HRM : RECENT TRENDS AND HR ACCOUNTING
(2019 Pattern) (CBCS) (Semester - VI) (Paper - I)

*Time : 2½ Hours/**[Max. Marks : 50**Instructions to the candidates:*

- 1) All questions are compulsory.
- 2) Figures to the right indicate full marks.

Q1) A) Multiple Choice Questions (any 4 out of 5) : [4]

- i) Employee Engagement results to _____
(fall in profits, increase in absenteeism, rise in output and efficiency, increase in undue expenditure)
- ii) _____ is involved in measuring the costs incurred in staffing, training and developing human assets.
(Human Resource outsourcing, Human Resource Advancement, Human Resource Accounting, Human Resource Budgeting)
- iii) _____ in a checklist fashion, ensures that the government regulations and company policies of Human Resource are adhered to.
(Personal Audit, Personnel research, Human Resource Audit, Human Resource Venture)
- iv) _____ is a process utilizing information technology to track employees and their employment related information.
(HRP, HRIS, HRSI, PIS)
- v) _____ employees drag themselves to work and anxiously wait or count down time to head home.
(Highly engaged employees, Barely engaged employees, Utmost satisfied employees, Happily engaged employees)

B) Match the following : [4]

i) HR Audit	a) Core Platform for Employees data
ii) Human Resource Valuation	b) Lack of Clarity among staff
iii) HRIS	c) Identify lapses in HR practices
iv) Hurdle in Employee Engagement	d) Economic Value method

C) True or False (any 4 out of 5) : [4]

- i) Human Resource Accounting is an accounting for machines and inventories as an organization resource. (True / False)
- ii) As a measure of transparency towards employee engagement, employees should be given an explanation regarding the breakdown of the salary structure. (True / False)
- iii) Weaken the connection and trust among the leaders and their team to ensure fruitful employee engagement. (True / False)
- iv) Time tracking and scheduling of employees is an important element component of HRIS (True / False)
- v) In the Case study approach to Personnel Research, there is a systematic collection of data from the population through personal contact. (True / False)

Q2) Short notes (any 2 out of 4) : [14]

- a) Challenges to Employee Engagement
- b) Human resource Valuation
- c) Personnel research
- d) Components of HRIS

Q3) Long Answer (any 2 out of 4) : [24]

- a) What is Employee Engagement? What are the strategies the companies implement to improve the Employee Engagement?
- b) What is HRIS? Explain the process of designing HRIS.
- c) Define human resource Accounting? State the importance of Human Resource Accounting with its merits and demerits?
- d) What do you mean by HR Audit? State the checklist of HR Audit with its approaches?

