

TIME: 2.5 Hours

MARKS: 75

- Note: 1. Q1 is compulsory.
2. Q2 to Q5 is compulsory with internal choice.
3. Figures to the right indicate marks.

Q1. (A) Multiple choice question (Any8)

(8)

- 1) HRA was first developed by _____ in the year 1691.
 - a. Sir William Petty
 - b. Lee Brummet
 - c. Rensis Likert
 - d. Eric Flamholtz
- 2) Welfare cost is part of _____ cost.
 - a. Additional cost
 - b. Acquisition cost
 - c. Training cost
 - d. Development cost
- 3) _____ 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. Requisition
 - c. Acquisition cost
 - d. Training cost
- 4) The object of modern audit is to report on _____ position.
 - a. Market
 - b. Financial
 - c. Social
 - d. Present
- 5) _____ refers to the sacrifice that would have to be incurred to replace presently owned resources.
 - a. Replacement cost model
 - b. Opportunity cost model
 - c. Historical cost approach
 - d. Economic value model
- 6) which of the following is non monetary method of valuation of HR
 - a. Historical cost method
 - b. Opportunity cost method
 - c. Replacement cost method
 - d. Expected realisable value method
- 7) _____ is compulsory contributory fund for the future of employees after their retirement or for their dependents in case of their early death.
 - a. PF
 - b. TDS
 - c. PT
 - d. Gratuity
- 8) HR valuation report helps the management to control all _____ related to HR department
 - a. income
 - b. profit
 - c. loss
 - d. cost
- 9) HRA is an _____ ideology
 - a. employer oriented
 - b. employer employee mutually benefiting
 - c. employee oriented
 - d. profit maximising
- 10) All actual cost incurred on recruitment, training, familiarisation are capitalised in _____ cost method.
 - a. Historical
 - b. Replacement
 - c. Economic
 - d. Opportunity

Q1. (B) State whether the given statement is true or false (Any 7) (7)

1. Historical cost accounting concept are unrealistic profit.
2. Human resource accounting is mandatory.
3. In HRA there are no measurement problem.
4. Workshop method of conducting HR audit is very rigid.
5. Dynamism of industries create problems of human capital measurement.
6. Professional tax or employment tax is an institute-based tax.
7. Replacement method is a monetary method of human valuation.
8. Out of many one role of auditor is to collect relevant fact.
9. Questionnaire method is highly unscientific.
10. Under statistical approach the result of one organization is compared with the industry standard.

Q2. A) Explain the component of Acquisition Cost (7)

B) What do you mean by HR Accounting? Explain its historical development. (8)

OR

Q2. P). Discuss the benefits and limitations of HR Accounting (15)

Q3. A) Explain the replacement cost model with its advantages & limitations (15)

OR

Q3. P). Explain Economic value added (EVA) model with its advantages (8)

Q). Define and explain the limitations of historical cost (7)

Q4. A) Explain the principles of effective HR auditing (8)

B) What is Human Resource audit? Explain its objectives (7)

OR

Q4 P) Explain the features & objective of HR Audit. (15)

Q5. A) What is human capital? List and explain the various issues in the measurement and reporting of human capital. (15)

OR

Q5. Write short note on (any three) (15)

- a) Pre-employment requirements
- b) Non-monetary method valuation of human resources
- c) Role of HR Auditor
- d) Disclosure at International level
- e) Capitalization of Salary
