

Name:

Enrolment No:



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May 2019

Course: Human Resource Accounting & Audit

Programme: BBA Core

Time: 03 hrs.

Instructions:

Semester: VI
CC:BBCH 110
Max. Marks: 100

SECTION A

S. No.	Explain and Define Questions	Marks	CO
Q 1	HRP and its Importance to HRA	2	CO1
Q2	Human Resource Accounting.	2	CO1
Q3	Reasons why HRA as a practice has not picked up in the industry?	2	CO3
Q4	Limitations of HRA	2	CO1
Q5	Cost based approaches of HR valuation.	2	CO2
Q6	Why is Human Resource Planning important?	2	CO3
Q7	What do you understand by the term Human Capital?	2	CO3
Q8	Explain the various types of Human Assets?	2	CO1
Q9	What is Training?	2	CO3
Q10	What are Human Resource Costs?	2	CO1

Section B

Q	Short Answer Questions		
Q1	Enumerate the different records used for Human Resource Audit.	4	CO4
Q2	What are the different techniques used in Management Control Systems?	4	CO2
Q3	What is the scope of Human resource Audit?	4	CO4
Q4	What are the Objectives of Human Resource Accounting?	4	CO3, CO4
Q5	What is Human Capital Investment? Why is it important?	4	CO1

Section C

	Descriptive Type Questions		
Q1	Discuss the Rewards Valuation Model of Human Resource Accounting.	15	CO1, CO4

Q2	Discuss the Lev and Schawrtz Model of Human Resource Accounting.	15	CO1, CO4										
Section D													
Q1	<p>Assume that the total number of unskilled employees in the age group 25-44 in a manufacturing concern is 500, and that the future average earnings per year per employee is expected to be as follows:</p> <table border="1" data-bbox="185 558 1274 785"> <thead> <tr> <th data-bbox="185 558 729 634">Age (Years)</th> <th data-bbox="729 558 1274 634">Average Annual Earnings Per Employee in Rupees</th> </tr> </thead> <tbody> <tr> <td data-bbox="185 634 729 669">25-34</td> <td data-bbox="729 634 1274 669">14000.00</td> </tr> <tr> <td data-bbox="185 669 729 705">35-44</td> <td data-bbox="729 669 1274 705">25000.00</td> </tr> <tr> <td data-bbox="185 705 729 741">45-54</td> <td data-bbox="729 705 1274 741">26000.00</td> </tr> <tr> <td data-bbox="185 741 729 785">55-64</td> <td data-bbox="729 741 1274 785">35000.00</td> </tr> </tbody> </table> <p>Further, assume that the discount rate is 10%. As per the Annuity Table the P V for Rs 1/-</p> <p>For 10Years - 6.145 For 20Years - 8.514 For 30 Years- 9.427 For 40 Years- 9.779</p> <p>Calculate the value of Human Resources.45% of the employees are at 25 years, 55% at 35 years.</p>	Age (Years)	Average Annual Earnings Per Employee in Rupees	25-34	14000.00	35-44	25000.00	45-54	26000.00	55-64	35000.00	30	CO1, CO2, CO3, CO4
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SECTION A

S. No.	Explain and Define Type questions-	Marks	CO
Q 1	Enumerate effective Human Capital Investment	2	CO2
Q2	Define Human Resource Accounting.	2	CO1
Q3	Why are Present Value and annuity Important in HRA?	2	CO2
Q4	Cite two reasons for HRA's Emergence.	2	CO1
Q5	Importance of Human Resource Accounting.	2	CO1
Q6	Why is Human Resource Planning important?	2	CO3
Q7	What do you understand by the term Human Capital?	2	CO1
Q8	Explain the various types of Human Assets?	2	CO2, CO3
Q9	Cost based approaches of HR valuation.	2	CO2
Q10	Name Value Based approaches of HRA.	2	CO2

Section B

Short Answer Questions			
Q1	What is Personal Overhead Cost?	4	CO1
Q2	Explain Responsibility Accounting.	4	CO1, CO3
Q3	What is Separation Cost?	4	CO2
Q4	Explain how cost is controlled through responsibility accounting	4	CO3
Q5	Discuss Human Resource Accounting?	4	CO1

Section C

Descriptive Type Questions			
Q1	Explain the steps involved in the Human Resource Audit Process.	15	CO1, CO4

Q2	Discuss the Model for Original Human Resource Cost.	15	CO3
Section D			
	<p><u>The University of Michigan (B)</u> During the spring of 1971, the University of Michigan was facing budgetary Problems. There was an apparent gap between its budgeted needs and the Recommended state budget for the university.</p> <p>The university's salary position relative to comparable institutions had been slipping Over the past five years. Moreover, pressure to increase faculty workloads was Anticipated.</p> <p>In <i>The University of Michigan Today</i>, the following article appeared:</p> <p><i>HUMAN RESOURCES WORTH? - \$1.7BILLION</i> Suppose that U-M had to start over, that President Fleming had to rebuild the human organization of U-M back to where it is today, an effectively functioning human organization including faculty and nonacademic staff, students, and an international Reputation. How much would it cost in terms of payroll? Rensis Likert, recently retired director of the Institute of Social Research, posed this question to the executive officers and Deans. Their responses agreed with responses to similar questions posed to leaders of technologically complex industrial firms. The median response was that the cost would be equivalent to ten times the annual payroll. For the university, last year's payroll was \$172 million; therefore, the estimated cost for replacement of the institution's human resources could be \$1.7 billion. "If highly valuable scientists and scholars leave the university because of the pressure and constraints they feel from restricted budgets, It Likert said, "the decrease in the value of the human organization may be so great as to make the year both costly and Highly inefficient, so far as the university's total operation is concerned. Such effects can be costly and be felt over extended periods of time...1</p> <p><i>Questions</i></p> <ol style="list-style-type: none"> 1. Assuming that you are a slate legislator who is analyzing the budget requested by the university together with the budget proposed by the governor, what is your opinion of the comments made by Rensis Likert? 2. Assuming that you think Likert's comments are valid, how should you take them into account in making decisions on the university's budget? 3. In your View what method is being used for HRA? Justify the comments 	30	CO1, CO2, CO3, CO4.