CONCLUSION

Establishing a HR audit practices is a major achievement for it enables an organization to ensure how best to use its human resources to achieve outputs and outcomes. Similarly Human Resources Audit helps the firms to review current human resources policies, procedures, documentation and systems to identify needs for improvement and enhancement of the HR function as well as to ensure compliance with ever-changing rules and regulations. An Audit involves systematically reviewing all aspects of human resources. HR audit helps to link the long-term purpose, goals and objectives of the HR function/HR plans. It also examines what people are presently doing in their jobs in the organization. It examines and analyzes what kinds of people are doing the work at present and the present strengths and weaknesses of the HR policies.

Finally, it compares present and future jobs/people/HR practices. This study strongly recommends the organizations of all nature and size to develop their own system of HR auditing to achieve the benefits improved employee satisfaction, enhanced product quality and optimum customer care and elevated brand image. In a nutshell, HR audit can be a panacea for several HR related ills plaguing the organizations. The study has a few limitations since it focused on only one company. The outcome is specific because the researcher has used only one kind of business field. The HR practices are same in nature but differ based on the companies’ size, business, strategy, vision and mission. The findings and results are based on the HR Audit practices of Mando Automotive India Limited. This will differ from other companies. Other companies might employ different patterns to manage Human Resources in their company. There is scope for further research based on the results of this study.