

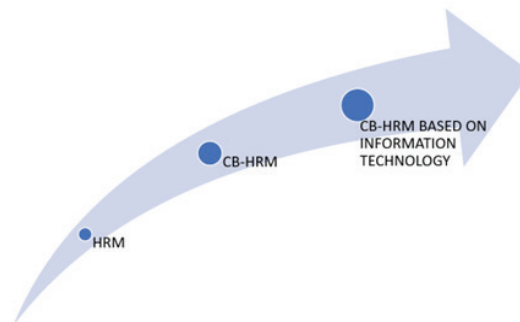
## Course Overview

**H**R audit is one of the courses to strengthen student competence in the field of HR management. If the Management Study Program at some point has implemented a specialization curriculum, then students who choose the HR field of interest are required to take the HR Audit courses. The HR Audit course is a continuation of the HR Management course. This means that students who will take the HR audit course must have taken the HR Management course. In general, the HR Audit course explains the system and process of auditing competency-based human resource management (CB-HRM), which includes compatibility audits, CB-HR planning and procurement function audits, CB-HR development and maintenance function audits, HR aspects audits, and CB-HRM efficiency and effectiveness aspects audits.

After taking the HR Audit course, students are expected to be able to:

1. Explain the basic concepts of CB-HRM auditing and auditing.
2. Explain the models, approaches, and research instruments in the CB-HRM audit.
3. Apply practical auditing of CB-HRM functions and measurement of HR metrics.
4. Analyze aspects of human resources, efficiency, and effectiveness of CB-HRM.
5. Design CB-HRM audit reporting.

In order to continue to exist and maintain and increase stakeholder confidence in the related industrial environment, which is dynamic and full of competition, the management of the company's business is required to commit to applying the principles of Good Corporate Governance (GCG) by emphasizing aspects of transparency, accountability, responsibility, and fairness. In this case, the company's business management practices not only depend on the adequacy of capital, equipment, and efficient and effective operations but also depend on the integrity, responsibility, and commitment of the human resources involved. The following figure represents the human resource management challenges faced in the Hyper Brave new world era



Translation for the image above:

\*HRM → CB-HRM → CB-HRM BASED ON INFORMATION TECHNOLOGY\*

If later in the management of the company's business, a case occurs, it is basically inseparable from ineffective and incorrect HR management. The most important part is how the company, in the practice of HR management, is able to apply the principles of GCG by formulating and improving policies, systems, procedures, and regulations and building a corporate culture based on appropriate and ethical main values, which is a reference so that the attitudes and behaviors of employees are always based on integrity and a professional code of ethics, comply with regulations, procedures, and regulations, are able to be productive, and make maximum contributions in order to realize the vision, mission, and achievement of company goals. For this reason, the knowledge and skills of Corporate Audits, including competency-based HRM Audits (CB-HRM Audits), are management tools that need to be well understood and mastered by stakeholders, auditors, and auditees.

The 21st century era now reflects the development of digital-based information technology, which inevitably has a significant impact on company management, including HR management, especially related to changes in HR competency demands to face the challenges of growing business dynamics.

Many companies, including multinational companies, State-Owned Enterprises (SOE) and government institutions or agencies, have used digital media to interact and transact with their employees and customers. Thus, in line with the widespread use of digital-based media facilities, almost all HRM function activities can be carried out online on a real-time basis. Furthermore, companies can conduct web-based job analysis's method to obtain valid and accurate data information about the roles and qualifications of HR required for certain positions, conduct E-recruitment and E-Selection in order to obtain Top-Talent employee candidates, conduct E-training as needed to enrich and deepen employee insights, and conduct assessments in the context of Talent Mapping and conduct E-Performance Appraisal so that employees can get a picture of their strengths and weaknesses quickly and get feedback, guidance, and counseling as soon as possible so that their performance can be improved quickly. With the practice of digital-based HRM functions, the CB-HRM Audit also needs to reach out to this thinking.

What's new in the HR Audit Second Edition subject matter book?

1. This HR AUDIT SECOND EDITION subject matter book is a Competency and Information Technology Based Human Resource Management Audit Handbook, which not only emphasizes the importance of strategic role audits, business process or work process audits, audits of principle compliance with policies, SOPs, rules, and CB-HRM System integration, but also adds descriptions of the utilization of information technology in auditing HR planning functions and position analysis, HR procurement functions (Recruitment and Selection), HR development functions (Training and Career), and HR maintenance functions (Performance Appraisal and Merit Pay) applied by the company and has an impact on the audit process and reporting.

2. Formulation of module title and enhanced module scope, aligned with learning objectives and competency map.
3. Refinement of systematics and addition of Learning Activity materials related to competencies and challenges of CB-HRM practice audits based on information technology.
4. Refinement of the exercise section and additional items on the formative test.
5. Additional means of understanding the material with the current mini cases and videos.

Schematically, the competencies to be achieved from studying this CB-HRM Audit course can be seen in the following figure.

**Competency Map**  
**HR AUDIT/EKMA4476/2 credits**

