

**MMPH-002**

**Master of Business Administration (MBA)/ Master of Business Administration  
(Online) MBA(OL) // Master of Business Administration(Human Resource  
Management) (MBAHM)/ Post Graduate Diploma in Human Resource  
Management (PGDIHRM)/ Post Graduate Diploma in Services Management  
(PGDISM)**

**ASSIGNMENT**

**For**

**July 2025 and January 2026 Semesters**

**MMPH-002: HUMAN RESOURCE DEVELOPMENT**

**Last date of submission for July 2025 Semester is 31<sup>st</sup> October 2025  
and for January 2026 Semester is 30<sup>th</sup> April, 2026)**



**School of Management Studies  
INDIRA GANDHI NATIONAL OPEN UNIVERSITY  
MAIDAN GARHI, NEW DELHI – 110 068**

## ASSIGNMENT

---

<b>Course Code</b>	<b>:</b>	<b>MMPH-002</b>
<b>Course Title</b>	<b>:</b>	<b>Human Resource Development</b>
<b>Assignment Code</b>	<b>:</b>	<b>MMPH-002/TMA/JULY/2025</b>
<b>Coverage</b>	<b>:</b>	<b>All Blocks</b>

---

**Note: Attempt all the questions and submit this assignment to the Coordinator of your study centre. Last date of submission for July 2025 Semester is 31<sup>st</sup> October 2025 and for January 2026 Semester is 30<sup>th</sup> April, 2026.**

1. Define Human Resource Development (HRD). Explain the key components of an HRD system and discuss how it differs from traditional personnel management approaches.
2. Discuss the role of training and development in HRD. How can organizations design effective training programs that align with both individual and organizational goals?
3. Explain the concept of career planning and development. How does career planning contribute to employee motivation and retention? Support your answer with examples.
4. Critically analyze the role of performance appraisal in the HRD framework. Discuss the limitations of traditional appraisal systems and suggest innovative methods for effective performance evaluation.
5. Examine the role of organizational culture in the success of HRD initiatives. How can HRD strategies be aligned with organizational values to drive change and continuous learning?