

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 2026 and January 2027 Semesters

MMPH-002: HUMAN RESOURCE DEVELOPMENT

**Last date of submission for July 2026 Semester is 31st October 2026
and for January 2027 Semester is 30th April 2027)**



School of Management Studies

INDIRA GANDHI NATIONAL OPEN UNIVERSITY

MAIDAN GARHI, NEW DELHI – 110 068

ASSIGNMENT

Course Code	:	MMPH-002
Course Title	:	Human Resource Development
Assignment Code	:	MMPH-002/TMA/JULY/2026
Coverage	:	All Blocks

Note: Attempt all the questions and submit this assignment to the Coordinator of your study centre. Last date of submission for July 2026 Semester is 31st October 2026 and for January 2027 Semester is 30th April 2027.

- Q1.** Critically evaluate the evolution of Human Resource Development (HRD) from a training-oriented activity to a strategic organisational development function. Design an integrated HRD system for a future-ready organisation operating in a volatile, technology-driven, and knowledge-intensive business environment. Explain how your proposed system aligns individual development with organisational competitiveness.
- Q2.** A multinational organisation is experiencing declining workforce capability, leadership gaps, and employee disengagement despite substantial investments in training programmes. As an HRD consultant, develop a competency-based HRD framework integrating competency mapping, performance analysis, career planning, and employee development interventions. Critically justify how your framework can enhance organisational effectiveness and talent sustainability.
- Q3.** “Organisations cannot achieve sustainable growth without a strong developmental culture.” Critically analyse this statement in the context of contemporary organisations. Create a strategic roadmap for developing an HRD culture and climate that promotes innovation, learning agility, psychological safety, and organisational commitment in hybrid workplaces.
- Q4.** Evaluate the role of counseling, coaching, and mentoring as developmental interventions in managing employee well-being, productivity, and organisational relationships. Design a comprehensive HRD intervention model that integrates these practices with industrial relations mechanisms to address workplace conflicts, stress, resistance to change, and employee morale issues in large organisations.
- Q5.** Examine the impact of artificial intelligence, digital learning ecosystems, analytics, diversity, and global workforce transformations on the future of Human Resource Development. Develop a futuristic HRD strategy for organisations in emerging economies like India that balances technological advancement with human-centric development and ethical considerations.