

**MS-02**

**Management Programme (MP) /  
Master of Business Administration (Banking & Finance) (MPB)/  
Post- Graduate Diploma in Human Resource Management (PGDHRM)**

**ASSIGNMENT  
for  
January 2026 and July 2026 Sessions**

**(Last date of submission for January 2026 session is 30th April, 2026 and for  
July 2026 sessions is 31st October, 2026)**

**MS - 02: Management of Human Resources**



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

## ASSIGNMENT

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<b>Course Code</b>	<b>:</b>	<b>MS-02</b>
<b>Course Title</b>	<b>:</b>	<b>Management of Human Resources</b>
<b>Assignment Code</b>	<b>:</b>	<b>MS-02 /TMA/JAN/2026</b>
<b>Coverage</b>	<b>:</b>	<b>All Blocks</b>

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

1. Explain the concept, objectives, and functions of Human Resource Management (HRM). Trace the evolution of HRM from traditional personnel management to the present strategic orientation, highlighting its relevance in today's changing social and business environment.
2. Describe the process of Human Resource Planning (HRP), bringing out its linkage with organisational strategy. How do job analysis, recruitment, selection, and socialisation together ensure that the "right person is in the right job at the right time"? Illustrate with suitable examples.
3. Define performance management and distinguish it from traditional performance appraisal. Discuss how competency mapping, performance planning and review, and potential appraisal can be integrated to support career and succession planning in an organisation.
4. What is Human Resource Development (HRD) and how is it different from HRM? Explain the role of training, mentoring, and performance coaching in building roles and teams, and analyse how a well-designed HRD system contributes to individual and organisational effectiveness.
5. Discuss the main considerations in designing a fair and competitive compensation and reward system, with reference to relevant wage and welfare laws. How do sound compensation practices, effective grievance handling, and constructive dealings with unions contribute to healthy employer–employee relations and industrial democracy?