

MS-22

**Management Programme (MP)/  
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 – 22: Human Resource Development**



**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>MS - 22</b>
<b>Course Title</b>	:	<b>Human Resource Development</b>
<b>Assignment Code</b>	:	<b>MS-22 /TMA/JAN/2026</b>
<b>Coverage</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.

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1. Explain the concept, goals and core principles of Human Resource Development (HRD). How is HRD different from Human Resource Management (HRM)? Briefly describe the main HRD systems and sub-systems in an organisation, citing suitable examples.
2. Discuss the role of career planning and development as an HRD mechanism. How do competency mapping and performance management systems together support individual growth and organisational effectiveness? Illustrate with an example of an organisation you are familiar with.
3. Who are HRD professionals and what competencies do they require in the emerging business context? Describe the roles of line managers and HRD specialists in designing, implementing and sustaining HRD interventions in organisations.
4. What is meant by comparative HRD? Compare the HRD philosophy and practices of Indian organisations with those of organisations in any other country or region you are familiar with, highlighting key similarities, differences and lessons for Indian organisations.
5. Identify and discuss any three contemporary issues or challenges in implementing HRD in Indian organisations (for example, technology change, restructuring, skill obsolescence, diversity, or union involvement). How can systematic HRD audit and feedback from HRD experiences help strengthen HRD climate and processes?

