

BPCS 187

**BACHELOR DEGREE PROGRAMME
SKILL ENHANCEMENT COURSE (SEC)**

For JULY 2025 & JANUARY 2026 Admission Cycle

COURSE CODE: BPCS 187

COURSE TITLE: MANAGING HUMAN RESOURCES



**SCHOOL OF SOCIAL SCIENCES
INDIRAGANDHINATIONALOPENUNIVERSITY
MAIDAN GARHI, NEW DELHI-68**

Dear Learner,

As we have informed you in the Programme Guide, evaluation at IGNOU consists of two parts: i) continuous evaluation through assignments, and ii) term-end examination. In the final result, assignments of a Course will carry 30% weightage while 70% weightage is given for term-end examination (total 100 marks).

BPCS 187 is a 4 credit course and it has two assignments.

Assignment One has Descriptive Category Questions (DCQs). These are meant for writing essay type answers, with an introduction and a conclusion. These are intended to test your ability to describe your understanding/knowledge about the topic in a systematic, to-the-point and coherent manner.

Assignment Two has Short Category Questions (SCQs). These questions are meant to improve your skill of recall in brief the relevant/precise information about persons, writing, events, or clear understanding of concepts and processes.

Before you attempt the assignments, please read the instructions carefully provided in the Programme Guide. It is important that you write the answers to all the TMA questions in **your own words**. Your answers should be according to the word-limit set for a particular section. Remember, writing answers to assignment questions will improve your writing skill and sharpen your understanding of the concepts. It will also help you prepare for the term-end examination.

Submission

Session	Last Date of Submission*	To be Sent
For July 2025 session For January 2026 session	31 st March, 2026 30 th September, 2026 (*Please visit the Website for updates)	To The Coordinator of the Study Centre allotted to you/ OR Any other Mode (Please visit the Website for updates)

* You need to submit the assignments within the stipulated time for being eligible to appear in the term-end examination.

Please obtain a receipt from the study centre for the assignments submitted and retain it. Also keep a photocopy of the assignments with you. The Study Centre will return the assignments to you after they are evaluated. The completed assignment should be sent only to the Coordinator of the Study Centre allotted to you.

Following instructions are to be carefully followed before writing the assignments:

1. You will find it useful to keep the following points in mind:
 - i. **Planning:** Read the assignments carefully. Go through the Units on which they are based. Make some points regarding each question and then re-arrange these in a logical order.
 - ii. **Organisation:** Read the study material carefully, analyze it, and then prepare a rough outline of your answer. Give adequate attention to your introduction and conclusion. Make sure that your answer:
 - a) is logical and coherent;
 - b) has clear connections between sentences and paragraphs;
 - c) is written correctly giving adequate consideration to your expression, style and presentation
 - iii. **Presentation:** Once you are satisfied with your answers, you can write down the final version for submission. Write each answer neatly with proper spacing, and underline the points you wish to emphasize. Make sure that the answer is around the suggested word limit.
2. Uses A4 size ruled paper for your response and tie all the pages carefully. Allow a 4 cm margin on the left and leave some space between each answer. This will facilitate the evaluator to write useful comments in the margin at appropriate places.
3. **Answers should be in your own handwriting.** Do not print or type the answers. Do not copy your answers from the study material sent to you by the University or from other learners. If you copy, you will get zero marks for the respective question.
4. You need to attach a copy of the TMA with the completed assignment before submitting it.
5. In case you have requested for a change of Study Centre, you should submit your Tutor Marked Assignments only to the original Study Centre until the change of Study Centre is notified by the University.
6. If you find that there is any factual error in evaluation of your assignments, e.g., any portion of assignment response has not been evaluated or total of score recorded on assignment response is incorrect, you should approach the coordinator of your study center for correction and transmission of correct score to headquarters.

Wish you all the best!

Discipline of Psychology
SOSS, IGNOU, New Delhi

MANAGING HUMAN RESOURCES (BPCS187)

Tutor Marked Assignments (TMA)

Course Code: BPCS 187

Assignment Code: Asst /TMA /July 2025-January 2026

Total Marks: 100

NOTE: All questions are compulsory.

Instructions:

1. Have a title page. Include details like Name, Enrolment number, Email id, Regional Centre, Study Centre, Programme Title and code, Course title and code.

2. Use A4 size paper for the tutorial (ruled/ bank).

3. For making tables, blank pages can be used and tables/ graphs (if any) to be drawn in pencil.

4. Content should not be plagiarised.

PART A

Assignment One

3 x 20 = 60

Answer the following questions in about 500 words each. Each question carries 20 marks.

1. Describe gender issues and cross-cultural issues with reference to diversity management at workplace. Cite examples of diversity management program run by organizations.
2. Explain the process of training and development and discuss the importance of training and development.
3. Discuss the nature and scope of employee counseling and explain approaches in employee counseling. Cite examples from the industry.

Assignment Two

8 x 5 = 40

Answer the following questions in about 100 words each. Each question carries 5 marks.

4. Strategic HRM
5. Sexual harrassment
6. Job analysis
7. Employee retention
8. Employee turnover
9. Cumulative trauma disorders
10. BARS
11. Globalization