

**Bachelor of Arts (Vocational Studies) Micro, Small
and Medium Enterprises**

{BAVMSME}

Assignments
(January & July 2026)

BERG-172
HUMAN RESOURCE MANAGEMENT AND
INDUSTRIAL RELATIONS IN MSMEs



School of Vocational Education and Training,
Indira Gandhi National Open University
Maidan Garhi, New Delhi -110068

Dear Learner,

You will have to do one assignment with five questions for the **course on HUMAN RESOURCE DEVELOPMENT– BERG-172**. The assignment carries 100 marks.

Irrespective of the year and session of the registration you are required to submit the latest assignments uploaded on the website.

Instructions:

- 1) The top of the first page of your response/assignment sheet should include the following:
 - Name:
 - Enrollment No. (Year & session):
 - Course Title:
 - Course Code:
- 2) Use A-4 size plain or ruled paper for your responses, write on both sides with margin
- 3) Write the question number with each answer.
- 4) You should write in your own handwriting and only handwritten assignments are accepted.
- 5) Read the assignments carefully. Go through the self-learning material on which they are based. Make some points regarding each question and then rearrange these in a logical order.
- 6) Last date for submitting the assignments **for and Jan 2026 Session is 15 April 2026 and July 2026 Session is 30th September 2026 or as notified by the University from time to time on IGNOU homepage: www.ignou.ac.in**
- 7) **If you fail in any of the assignments or are unable to submit it by scheduled date, then you need to write the fresh assignments of the next academic year/session**
- 8) **Assignments are to be submitted to your Study Center allotted by your respective regional center for evaluation purpose. Remember to keep a copy of assignment.**
- 9) Please contact the Course Coordinator/ Programme Coordinators for any academic help / clarification: Dr. Geetika S Johry & Dr Rachna Agarwal (Programme Coordinators)
Email: bamsme@ignou.ac.in Ph: 011-29571646/ 1647

Wish you Good Luck!

ASSIGNMENT- BERG-172
HUMAN RESOURCE MANAGEMENT AND INDUSTRIAL
RELATIONS IN MSMEs

Maximum Marks: 100

Answer any five questions. Each question carries 20 marks.

- Q1. a) Define Human Resource Management (HRM) and distinguish it from personnel management.
b) Briefly describe the importance and scope of Human Resource Management (HRM). (10+10)
- Q2. a) What are the roles and responsibilities of HR managers?
b) Describe the challenges faced by HR Managers, citing examples. (10+10)
- Q3. a) Describe the Goals of Performance Appraisal System.
b) What are the benefits of Performance Appraisal System to the Organization and the Appraisee? (10+10)
- Q4. a) Describe the process of coaching and mentoring by giving its objectives.
b) Discuss the major areas of integration between Human Resource Development (HRD) and Industrial Relations (IR) Development. (10+10)
- Q5. a) What are the Obstacles faced by Micro and Small enterprises in imparting training and development?
b) Define Performance Appraisal. What are the important factors for performance appraisal in MSMEs? (10+10)
- Q6. a) Define Entrepreneur and Entrepreneurship. Describe different types of Entrepreneurship.
b) With the help of a case study, describe the contribution of women entrepreneurs in Micro, Small and Medium Enterprises (MSMEs). (10+10)
- Q7. a) Define Recruitment. Explain the process of recruitment.
b) What are the limitations of career planning? (10+10)