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| **SESSION** | **APRIL 2024** |
| **PROGRAM** | **BACHELOR OF BUSINESS ADMINISTRATION (BBA)** |
| **SEMESTER** | **II** |
| **COURSE CODE & NAME** | **DBB1203 - HUMAN RESOURCE MANAGEMENT** |
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**Assignment Set – 1**

**1. Define Human Resource Management. Explain the difference between Personnel Management and HRM.**

**Ans 1.**

**Definition of Human Resource Management (HRM):**

Human Resource Management (HRM) is the systematic and unified method of managing the company's most valuable assets that is the employees who collectively and individually contribute to achieving its objectives. HRM is concerned with the management of employees within organizations, with an emphasis on policies and processes. It encompasses tasks such as recruitment, selection and training and development, appraisal of performance along with employee relations. HRM's goal HRM is to maximize the productivity of an enterprise by

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**2. How dose Selection differ from Recruitment? Differentiate between Internal and External sources of Recruitment.**

**Ans 2.**

**Selection vs. Recruitment:**

Selection and recruitment are two significant processes within HR management, but these two procedures differ in purpose and the purpose. In recruitment, it is the act of identifying and attracting potential candidates for the job. This includes things like the posting of a job, advertising and finding candidates. On the other hand selecting is the process of choosing the best candidate from the list of candidates recruited for the job. It entails screening applicants in interviews, conducting interviews, and reviewing their abilities and abilities. It is all about

**3. What is Human Resource Planning? Explain the significance of planning human resource.**

**Ans 3.**

**Human Resource Planning:**

Human Resource Planning (HRP) is a proactive way of managing an organization's human capital in order to meet both future and present requirements. It involves a comprehensive analysis of the organization's objectives, strategies, and available resources to identify the essential personnel resources required to achieve your goals. HRP encompasses several key steps, including forecasting requirements for employees based upon things like the growth of business, technological advancements, and market trends. This can help determine the number of

**Assignment Set – 2**

**4. What is training? Explain different job training methods.**

**Ans 4.**

**Training:**

A training program is acquiring the knowledge, skills, and capabilities required to carry out a specific job or task efficiently. It's a planned, systematic and planned approach to improve efficiency and performance of employees by expanding their abilities. Training can be offered to employees at various stages of their careers, ranging from onboarding new hires to developing

**5. What are the goals of Performance Appraisal? Explain its various modern methods.**

**Ans 5.**

**Goals of Performance Appraisal:**

Performance appraisal is a planned procedure of evaluating employees' performance as well as providing feedback to help them develop and improve their abilities. The objectives of appraisal are:

* **Assessing Performance:** The purpose of performance appraisal is to measure the employee's performance against defined goals and standards. It assists in identifying weaknesses and areas of improvement.
* **Offering Feedback:** Performance appraisal provides a platform for managers to provide

**6. Explain various challenges faced in International Human Resource Management.**

**Ans 6.**

**Challenges in International Human Resource Management (IHRM):**

International Human Resource Management (IHRM) involves the management of human resources within multinational organizations (MNCs) across various countries and cultures. It presents several unique challenges that HR managers have to address in order to ensure efficient management of employees across the globe. Some of the most important challenges in IHRM