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

**1. What is Human Resource Planning? Explain the significance of planning human resources.**

**Ans 1.**

Human Resource Planning (HRP) is a strategic process that ensures an organization has the right number of employees with the appropriate skills, in the right roles, at the right time. This process includes forecasting workforce requirements, analyzing the existing human resources, and implementing strategies to bridge the gap between current and future needs. HRP helps organizations remain competitive and adaptable in a constantly evolving business

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

**Ans 2.**

Performance appraisal is a systematic process designed to evaluate employee performance against predefined standards. It aims to enhance individual productivity, support career development, and align employee efforts with organizational goals. This process involves assessing an individual’s contributions, providing constructive feedback, and identifying opportunities for improvement.

**Goals of Performance Appraisal**

One primary goal of performance appraisal is to enhance employee performance by

**3. How does Selection differ from Recruitment? Differentiate between Internal and External sources of Recruitment.**

**Ans 3.**

**Selection differ from Recruitment**

The processes of recruitment and selection are fundamental to human resource management, yet they serve different purposes and follow distinct methodologies. Recruitment is the process of identifying, attracting, and encouraging potential candidates to apply for a job within an organization. It aims to create a pool of qualified candidates from which the most suitable person for the job can be selected. Recruitment focuses on reaching out to a broad audience, using strategies like advertising through job portals, social media, or professional

**Assignment Set – 2**

**4. Define Employee Empowerment? Explain various elements of employee empowerment.**

**Ans 4.**

**Employee Empowerment**

Employee empowerment is a strategic approach in human resource management that grants employees the autonomy, authority, and resources to take responsibility for their decisions and actions. It involves providing employees with the necessary tools, training, and confidence to manage their tasks effectively and make meaningful contributions to organizational goals. Empowerment not only enhances employee engagement and motivation

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

**Ans 5.**

**Various Challenges Faced in International Human Resource Management**

**Cultural Differences** One of the most significant challenges in international human resource management (IHRM) is managing cultural differences. Employees from diverse cultural backgrounds may have varying work ethics, communication styles, and expectations. These differences can lead to misunderstandings and conflicts if not managed effectively. HR professionals must foster cultural awareness and sensitivity to build cohesive and productive

**6. Discuss systematic training process model.**

**Ans 6.**

**Systematic Training Process Model**

The systematic training process model is a structured approach used to enhance employee skills, knowledge, and competencies to align with organizational goals and improve overall performance. This model ensures that training programs are planned, executed, and evaluated effectively to meet both employee and organizational needs. The process typically involves five key stages: needs assessment, training design, delivery, implementation, and evaluation.