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| **SESSION** | **jul - aug 2024** |
| **PROGRAM** | **MASTER OF BUSINESS ADMINISTRATION (MBA)** |
| **SEMESTER** | **III** |
| **course CODE & NAME** | **DPRM304 Managing Hr in Projects** |
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**Assignment Set – 1**

**1. What are the characteristics of a project? Also, discuss the key challenges project managers commonly face when managing human resources in projects? 4+6**

**Ans 1.**

**Characteristics of a Project**

A project is a temporary endeavor undertaken to create a unique product, service, or result. Projects differ from routine operations in various aspects, making their characteristics distinct. The key features of a project are:

* **Temporary Nature**: Projects have a defined beginning and end. Once the objectives are achieved, the project concludes.
* **Unique Deliverables**: Each project produces a unique outcome, whether a product, service, or result.
* **Progressive Elaboration**: The scope and details of a project evolve as the work progresses, with clarity improving over time.

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**2. Compare and contrast the roles and responsibilities of project sponsors and project managers.**

**Ans 2.**

**Role and Responsibilities of Project Sponsors**

A project sponsor is a high-level individual or entity within an organization responsible for providing strategic direction, resources, and support for the project. Their primary focus is on aligning the project with organizational goals and ensuring its success. Key responsibilities of a project sponsor include:

* **Project Approval**: Sponsors play a critical role in initiating projects by approving the objectives, scope, and budget.
* **Resource Allocation**: They ensure the availability of necessary resources, including

**3. Describe the concept of delegation in project management. Discuss strategies for effective delegation and the benefits it brings to project teams.**

**Ans 3.**

**Delegation in Project Management**

Delegation is the process of assigning tasks, responsibilities, and authority to team members within a project to achieve its objectives efficiently. In project management, delegation is crucial for dividing work among team members based on their expertise, skills, and capacity. Effective delegation allows project managers to focus on strategic decisions while empowering team members to take ownership of specific tasks. It fosters a collaborative environment where

**Assignment Set – 2**

**4. Examine the role of a leader in a project team. Also, discuss role of motivation in a project environment.**

**Ans 4.**

**Role of a Leader in a Project Team**

A leader in a project team is pivotal in steering the team toward achieving its objectives. Leadership in project management goes beyond task management; it involves inspiring and guiding team members to perform at their best. A project leader sets the vision, defines the strategy, and ensures that everyone is aligned with the project’s goals. They are responsible for fostering a collaborative environment where each team member feels valued and motivated to contribute.

Effective leaders communicate clearly, ensuring that team members understand their roles and

**5a. Define Performance Improvement Plan (PIP) and outline its benefits?**

**b. What is the role of SHRM in gaining a competitive edge?**

**Ans 5.**

**a. Performance Improvement Plan (PIP) and Its Benefits**

A Performance Improvement Plan (PIP) is a structured tool used by organizations to address and improve an employee’s performance in specific areas that do not meet expectations. It serves as a formal document outlining performance deficiencies, clear objectives for improvement, timelines, and support mechanisms. A PIP is not merely punitive; instead, it is a developmental process designed to help employees enhance their skills, meet organizational

**6. Analyse the significance of equal opportunity policies and practices in organizations. Also, discuss how do welfare programs and employee benefits contribute to the overall success of a project.**

**Ans 6.**

**Equal Opportunity Policies and Welfare Programs in Organizational Success**

Equal opportunity policies and practices are crucial for fostering a workplace environment that values fairness, inclusivity, and diversity. These policies ensure that all employees have equal access to opportunities for employment, growth, and advancement, regardless of attributes such as gender, age, race, religion, or disability. Such practices establish a culture of respect and equity, promoting a sense of belonging among employees. When individuals feel valued and supported, their morale and engagement improve, directly impacting organizational