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| **SESSION** | **MARCH 2023** |
| **PROGRAM** | **BACHELOR OF BUSINESS ADMINISTRATION (BBA)** |
| **SEMESTER** | **II** |
| **COURSE CODE & NAME** | **DBB1203HUMAN RESOURCE MANAGEMENT** |
| **CREDITS** | **4** |
| **NUMBER OF ASSIGNMENTS & MARKS** | **02****30 Marks each** |

**Assignment Set – 1**

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

**Ans 1.**

**Human Resource Management:** Human Resource Management (HRM) is a process of bringing people and organisations together so that the goals of each are met. It is the art of procuring, developing, and maintaining competent workforce to achieve the goals of the organisation.

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

**Ans 2.**

Recruitment and selection are two essential processes in human resources management, but they serve distinct purposes and occur at different stages of the staffing process. Recruitment is the first stage of acquiring potential employees, where the organization generates a pool of candidates based on its current needs. Selection, on the other hand, is the process of choosing the most suitable candidates from that pool, often through rigorous interviewing and testing.

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

**Ans 3.**

**Human Resource Planning:**

Human resource planning is a forward looking function. It tries to assess human resource requirements in advance keeping market fluctuations, demand forecasts and availability of right candidates, etc., in the background. According to Terry, Human Resource Planning (HRP) is a set of tasks that include estimation of how many qualified people are necessary to

**Assignment Set – 2**

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

**Ans 4.**

**Training**

Training helps people in choosing, utilising and evaluating their experiences. Different people have defined training in different ways. According to H. John Bernardin, “Training is any attempt to improve employee performance on a currently held job or one related to it.” In other words, we can say that training focuses on current jobs and it is concerned with specific job skills and behavior.

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

**Ans 5.**

**Goals of Performance Appraisal**

Performance appraisal is an essential process that organizations use to evaluate the performance and productivity of their employees. The goals of a performance appraisal include:

1. **Performance Improvement**: One of the primary goals of performance appraisals is

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

**Ans 6.**

Managing HR activities in an international company is a very difficult task. There are various ethical and legal issues which vary from country to country depending upon their cultural values and beliefs.

**Challenges faced in International Human Resource Management**