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| **SESSION** | **APRIL 2023** |
| **PROGRAM** | **BACHELOR of COMMERCE (B COM)** |
| **SEMESTER** | **IV** |
| **course CODE & NAME** | **DCM2205– Human Resource management** |
| **CREDITS** | **4** |
| **nUMBER OF ASSIGNMENTS & Marks** | **02**  **30 Marks each** |

**Set – 1**

**1. Explain the various techniques of data collection for job analysis.**

**Ans 1.**

**Techniques of Data Collection for Job Analysis**

Job analysis is a systematic process of gathering, documenting, and analyzing information about a job to determine its duties, responsibilities, and specifications. It provides the foundation for many HR functions such as recruitment, training, performance evaluation, and compensation. To ensure that the job analysis is accurate and comprehensive, various data collection techniques Its Half solved only

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**2. Explain the factors affecting Human Resource Planning.**

**Ans 2.**

**Factors Affecting Human Resource Planning**

Human Resource Planning (HRP) is a systematic process that involves forecasting the future manpower requirements of an organization and making plans to meet those needs. It ensures that the organization has the right number of employees, with the right skills, at the right time. Several factors influence HRP, and understanding these factors is crucial for effective planning. Here are the primary

**3. Justify with the help of suitable examples, Evolution and development of human resource management.**

**Ans 3.**

**Evolution and Development of Human Resource Management**

Human Resource Management (HRM) has undergone a significant transformation over the years, evolving from mere personnel management to a strategic function integral to an organization's success. The journey of HRM is a testament to the changing nature of work, organizational structures,

**Set – 2**

**1. Explain major issues faced in performance appraisal in an organization.**

**Ans 1.**

**Major Issues Faced in Performance Appraisal in an Organization**

Performance appraisal is a systematic process that evaluates an individual employee's performance in terms of his productivity with respect to the criteria pre-determined. The process serves as a foundation for giving merit-based compensation, feedback for employees to know where they stand in terms of performance, and offers insights into areas of improvement. However, the process is not without its challenges. Here are some major issues faced in performance

**2. Discuss systematic training process model.**

**Ans 2.**

**Systematic Training Process Model**

Training is a crucial aspect of organizational development, ensuring that employees have the necessary skills and knowledge to perform their roles effectively. The systematic training process model provides a structured approach to designing, delivering, and evaluating training programs. This model ensures that training is relevant, effective, and aligned with organizational goals. Let's

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

**Ans 3.**

**Definition of Employee Empowerment:**

Employee empowerment refers to the practice of granting employees the authority, autonomy, and resources to make decisions about their work. It involves entrusting them with the responsibility to manage their tasks, make decisions, and solve problems without always seeking approval from higher-ups. Empowerment is rooted in the belief that employees, when given the right tools and authority, can act in the best interests of the organization while also enhancing their own job