

MS - 2

Management Programme

ASSIGNMENT
For
January 2023 and July 2023 Sessions

MS - 2: Management of Human Resources

**(Last date of submission for January 2023 session is 30th April, 2023
and for July 2023 sessions is 31st October, 2023)**



School of Management Studies
INDIRA GANDHI NATIONAL OPEN UNIVERSITY
MAIDAN GARHI, NEW DELHI – 110 068

ASSIGNMENT

Course Code	:	MS - 2
Course Title	:	Management of Human Resources
Assignment Code	:	MS - 2/TMA/JAN/2023
Coverage	:	All Blocks

Note: Attempt all the questions and submit this assignment to the coordinator of your study centre. Last date of submission for January 2023 session is 30th April, 2023 and for July 2023 session is 31st October, 2023.

1. What are the primary objectives, focus, and purpose of Selection Tests and Interview in the whole process of Hiring in organisational set up? Critically examine their usefulness and importance in the short term and long term functioning and culture of the organisation. Draw from the experiences you are familiar with. Describe the organisation and the situation you are referring to.
2. What are the major ‘problems/errors’ which came in the way of ‘Effective Performance Appraisal Systems’ of any organization? Describe and explain with the help of your organizational experiences or the ones you are familiar with. Briefly explain the organization, situation and its fall out too support your reply.
3. Critically evaluate the state of workers’ participation in Management in the present day business scenario. Explain with examples your answer giving due details of the organizations and the sources you are referring to.
4. What are the “Principles of Learning” which are followed in developing ‘Effective Training Programmes’? Critically evaluate the ‘Training Environment’ you are exposed to vis-à-vis the ‘Principles of learning’ followed/not followed or the ones you are aware of. Briefly describe the situation and the organization to logically support your replies.

5. Define collective bargaining in your own words. Critically evaluate the state of collective bargaining in the present day business scenario. Explain with examples your answer giving due details of the organizations and the sources you are referring to.