

**MS - 22**

## **Management Programme**

**ASSIGNMENT**  
**For**  
**January 2023 and July 2023 Sessions**

### **MS - 22: Human Resource Development**

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



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

## ASSIGNMENT

---

<b>Course Code</b>	<b>:</b>	<b>MS - 22</b>
<b>Course Title</b>	<b>:</b>	<b>Human Resource Development</b>
<b>Assignment Code</b>	<b>:</b>	<b>MS - 22/TMA/JAN/2023</b>
<b>Coverage</b>	<b>:</b>	<b>All Blocks</b>

---

**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 30<sup>th</sup> April, 2023 and for July 2023 session is 31<sup>st</sup> October, 2023.**

1. What is the usefulness of Competency Mapping in overall organizational functioning? What are the basic steps followed in conducting Competency Mapping of an organization. Explain with an example.
2. What are the generally followed phases in implementing Organization Development programmes in an organization? Are there any conditions which play important role in success of Organization Development in an organization? Explain with relevant examples.
3. How do you distinguish between Information and Knowledge? Explain through the roles of a Knowledge Manager as to how do they help leveraging professional expertise in an organizational setup. Explain with relevant organizational examples you are familiar with. Describe the organization you are referring to.
4. Explain the objectives of compensation-cum-reward system. Describe the compensation system of any organization you are aware of. Discuss the psychological basis of rewards. Briefly describe the organization you are referring to.
5. Explain the concept of HRD Audit. Describe the process of HRD audit being done in any organization you are familiar with. Discuss the multi source feedback system of HRD audit. Briefly describe the organization you are referring to.