ASSIGNMENT

Course Code	**:**	**MMPH – 003**
Course Title	**:**	**Human Resource Planning**
Assignment Code	**:**	**MMPH – 003/TMA/ JULY/2026**
Coverage	**:**	**All Blocks**

Note: Attempt all the questions and submit this assignment to the Coordinator of your study centre. Last date of submission for July 2026 Semester is 31st October, 2026 and for January 2027 Semester is 30th April 2027.

1. What are the aims and objectives of career planning? Discuss the three key players in career development process relating to their sides and responsibilities.
2. What are the main challenges faced by informal sector workers in India, and how can policymakers address these challenges?
3. Describe the significance of HR analytics in machine learning concerning the HR domain. Cite suitable examples.
4. Explain the mapping of the coordinates for efficient HR mapping.
5. Write short notes on any two of the following:

   (a) Methods of job evaluation

   (b) Orientation programmes

   (c) Human resource audit

   (d) Sources of manpower supply

1. What are the aims and objectives of career planning? Discuss the three key players in career development process relating to their sides and responsibilities.

Answer

Career planning is a systematic effort to connect an employee's abilities, interests and career aspirations with the future opportunities and manpower needs of the organisation. It is not limited to promotion. It helps a person understand where he or she can move, what capabilities are needed for that movement, and what development support can make the movement realistic. From the organisation's side, it makes the future supply of competent people more predictable and reduces dependence on last-minute recruitment for important positions.

Aims and objectives of career planning

The basic aim of career planning is to achieve a reasonable match between individual growth and organisational requirements. When the organisation knows the potential and aspirations of its employees, it can use internal talent more effectively. At the same time, employees get a clearer picture of possible career paths instead of treating their future as uncertain or dependent only on vacancies.

(1) Placing the right person in the right job at the right time. Career planning helps identify employees who can take up particular responsibilities after suitable experience and development. This improves the quality of placement and reduces the risk of a poor person-job fit.

(2) Providing career avenues and growth opportunities. Employees need to see that good performance and development can lead to greater responsibility. Visible career routes reduce stagnation and make long-term employment more meaningful.

(3) Identifying training and development needs. A career goal normally requires specific knowledge, skills and behavioural competencies. By comparing the employee's present profile with the requirements of a future role, the organisation can plan training, mentoring, job rotation or project exposure more purposefully.

(4) Building a supply of successors for key positions. Career planning supports succession planning by preparing employees before a vacancy actually arises. This creates continuity in managerial and specialist roles and lowers the disruption caused by retirement, resignation or expansion.