ASSIGNMENT

Course Code	**:**	**MMPC-002**
Course Title	**:**	**Human Resource Management**
Assignment Code	**:**	**MMPC-002/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.

Q1. Critically evaluate the transformation of Human Resource Management from a traditional personnel administration function to a strategic business partner in modern organisations. Design a future-oriented HRM framework for organisations operating in an AI-driven, globally competitive, and hybrid work environment.

Q2. A rapidly expanding multinational company is experiencing talent shortages, high employee turnover, and skill mismatches across its operations. As an HR strategist, formulate a comprehensive human resource planning and talent acquisition model that integrates job analysis, recruitment, selection, and employee socialisation processes. Critically justify how your model will ensure long-term organisational sustainability and workforce adaptability.

Q3. Critically analyse the limitations of traditional performance appraisal systems in contemporary organisations. Develop an integrated performance management architecture that combines performance appraisal, career development, training, and continuous learning for knowledge-based organisations. Explain how your proposed system can enhance employee engagement, innovation, and organisational competitiveness.

Q4. "Compensation alone is insufficient to motivate and retain employees in the modern workplace." Evaluate this statement in the context of changing employee expectations and workforce diversity. Design a holistic reward and employee empowerment strategy for a global organisation that seeks to improve productivity, inclusion, and psychological ownership among employees.

Q5. An organisation is facing increasing employee grievances, declining trust in management, union conflicts, and disciplinary issues during a major organisational restructuring process. As the Chief Human Resource Officer (CHRO), create a comprehensive industrial relations and employee governance strategy that balances organisational efficiency with employee rights and participation. Critically assess the challenges of implementing such a strategy in emerging economies like India.

Q1. Critically evaluate the transformation of Human Resource Management from a traditional personnel administration function to a strategic business partner in modern organisations. Design a future-oriented HRM framework for organisations operating in an AI-driven, globally competitive, and hybrid work environment.

Answer

Human Resource Management has moved far beyond keeping attendance records, processing wages and enforcing service rules. The change has taken place because organisations now compete through knowledge, skills, innovation and speed as much as through physical assets. HR is therefore expected to understand the business model, anticipate workforce needs and shape employee capability. Yet the transformation is not complete in every organisation. Many HR departments still spend most of their time on transactions, while strategic decisions remain concentrated at the top.

From personnel administration to strategic HRM

Traditional personnel administration was mainly reactive. Its main concern was to maintain employee files, calculate pay, handle leave, apply rules, settle grievances and meet legal requirements. Employees were often treated as a cost to be controlled. Modern HRM retains these basic responsibilities but adds a wider role: attracting scarce talent, building skills, designing work, managing performance, supporting change, developing leaders and improving the employee experience. Strategic HRM goes one step further by linking these activities directly with organisational goals.

Traditional personnel focus	Strategic HRM focus
Administration and rule compliance	Business capability and workforce outcomes
Short-term vacancy filling	Long-term workforce and skill planning
Standard personnel policies	Policies aligned with strategy and employee segments
Annual appraisal and training events	Continuous performance, learning and internal mobility
HR owns people issues	HR, leaders and line managers share accountability

This shift has several advantages. When HR participates in strategy formulation, decisions about expansion, technology, outsourcing or restructuring can be tested against the actual availability of skills. A company planning an AI-enabled