

**ALLAMA IQBAL OPEN UNIVERSITY, ISLAMABAD**  
**(Department of Educational Planning, Policy Studies & Leadership)**

**WARNING**

1. **PLAGIARISM OR HIRING OF GHOST WRITER(S) FOR SOLVING THE ASSIGNMENT(S) WILL DEBAR THE STUDENT FROM THE AWARD OF DEGREE/CERTIFICATE IF FOUND AT ANY STAGE.**
2. **SUBMITTING ASSIGNMENT(S) BORROWED OR STOLEN FROM OTHER(S) AS ONE'S OWN WILL BE PENALIZED AS DEFINED IN THE "AIOU PLAGIARISM POLICY".**

All questions are compulsory and carry equal marks but within a question, the marks are distributed according to its requirements.

1. Read the question carefully and answer it according to the requirements of the question.
2. Avoid irrelevant discussion/information and reproducing from books, study guides, or allied material.
3. Handwritten scanned assignments are not acceptable.
4. Upload your typed (in Word or PDF format) assignments on or before the due date.
5. Your own analysis and synthesis will be appreciated.
6. Late assignments can't be uploaded to LMS.
7. The students who attempt their assignments in Urdu/Arabic may upload a scanned copy of the handwritten assignments (in PDF format) on University LMS. The size of the file should not exceed 5MB.

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**Course: Educational Human Resource Management (8688)**

**Level: B.ED (4 Years)**

**Semester: Autumn, 2025**

**Total Marks: 100**

**Pass Marks: 50**

**ASSIGNMENT No. 1**

**(Units: 1-4)**

- Q1. What are the key aspects of human resource planning at the higher education level, and how do they contribute to the overall effectiveness of universities? (20)
- Q2. What is the purpose of job analysis, and how does it contribute to improving organizational performance and productivity? (20)
- Q3. What are the key steps involved in the human resource planning (HRP) process, and how do they help organizations address manpower gaps? (20)
- Q4. What are some of the key quality issues in recruitment, particularly in developing and underdeveloped countries, and what strategies can organizations adopt to address these challenges? (20)
- Q5. What are some of the key assessment techniques used in the selection process, and how do these techniques help employers make more informed hiring decisions? (20)

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**ASSIGNMENT No. 2**

**(Units: 5–9)**

- Q1. Describe the key benefits of on-the-job training (OJT) for both employees and employers and how it contributes to the overall success of an organization. (20)
- Q2. What is the significance of performance management in an organization, and how does it help address employee retention issues and improve overall organizational effectiveness? (20)
- Q3. Explain the key emerging trends and challenges in Educational Human Resource Management related to recruiting and retaining qualified teachers. (20)
- Q4. Explain some examples of indirect compensation, and how these benefits contribute to employee satisfaction and retention. (20)
- Q5. What is the difference between training and development in the context of staff development for distance education, and how do these processes contribute to improving employee performance and preparing them for future challenges? (20)