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| **SESSION** | **FEB-MAR 2025** |
| **PROGRAM** | **MASTER OF BUSINESS ADMINISTRATION (MBA)** |
| **SEMESTER** | **03** |
| **COURSE CODE & NAME** | **DPRM304 MANAGING HUMAN RESOURCES IN PROJECTS** |
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**Assignment Set – 1**

**Q1. What are the Phases of a Cyclic Project Process? Also, explain the Cyclic Elements in Project Management. 5+5**

**Ans 1.**

**Phases of a Cyclic Project Process and Cyclic Elements in Project Management**

**Phases of a Cyclic Project Process**

A cyclic project process involves a repetitive sequence of steps that ensures a project is continuously monitored, adjusted, and improved.

**Initiation**

The first phase is Initiation, where project goals, objectives, scope, stakeholders, and constraints are defined. This phase sets the foundation for all future activities and involves the preparation of a project charter and stakeholder identification.

**Planning**

The second phase is Planning, which includes detailed scheduling, budgeting, resource

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**Q2. Discuss the role of effective leadership in human resource management in project management. Provide examples of how strong leadership can positively influence team performance and project outcomes. 5+5**

**Ans 2.**

**Role of Effective Leadership in Human Resource Management in Projects**

**Importance of Leadership in Project HR Management**

Effective leadership is a cornerstone of successful human resource management in project environments. A project leader not only guides the technical aspects of the project but also motivates, supports, and manages people who are responsible for delivering project outcomes. In HR management, leadership plays a vital role in team formation, skill allocation, conflict resolution, and performance monitoring.

Strong leadership ensures that team members understand their roles and responsibilities

**Q3. Compare and contrast the roles and responsibilities of project sponsors and project managers. How do they complement each other in a project? 5+5**

**Ans 3.**

**Comparison of Roles of Project Sponsor and Project Manager**

**Role of a Project Sponsor**

The project sponsor is typically a senior executive who provides overall direction, funding, and support for the project. They are the project's champion within the organization and are responsible for ensuring alignment between project goals and strategic business objectives. The sponsor secures resources, approves major changes, and ensures the project remains justified from a business perspective.

Sponsors play a crucial role during the project initiation phase, helping define scope, approve

**Assignment Set – 2**

**Q4. Discuss the importance of team-based project approaches in project management. Provide examples of how collaboration and diverse expertise contribute to project success. 5+5**

**Ans 4.**

**Importance of Team-Based Project Approaches in Project Management**

**Team-Based Project Approaches**

A team-based approach in project management emphasizes collaboration, shared responsibilities, and joint ownership of project objectives among all team members. Instead of functioning in isolated roles, individuals are encouraged to contribute collectively towards the project's success. This method fosters synergy by bringing together diverse skills, perspectives, and experiences. It ensures that the workload is distributed efficiently and that

**Q5. Briefly explain various types of conflict in project teams. Also elaborate on the reasons for conflict. 5+5**

**Ans 5.**

**Types and Reasons for Conflict in Project Teams**

**Types of Conflict in Project Teams**

Conflict in project teams is a common occurrence due to diverse personalities, goals, and work styles. The first type is interpersonal conflict, which arises from differences in values, attitudes, or communication styles between team members. These conflicts are often emotional and can escalate if not managed properly.

The second type is task conflict, which involves disagreements over what should be done or how tasks should be accomplished. While task conflicts can be constructive when they lead

**Q6. What are the key aspects of information flow. Explain in detail. 10**

**Ans 6.**

**Key Aspects of Information Flow in Project Management**

**Information Flow**

Information flow in project management refers to the movement of data, instructions, updates, and feedback among project stakeholders. It is the lifeline of any project, ensuring that the right information reaches the right people at the right time. Efficient information flow enables informed decision-making, reduces uncertainty, and enhances transparency. Whether communicated formally or informally, information flow plays a pivotal role in aligning