

<b>CANDIDATE DETAILS</b>			
Access Number	Roll Number	For Official Use Only	Serial Number
Subject <b>STRATEGIC HUMAN RESOURCE MANAGEMENT</b>			
Candidate's Name			
Father's Name			
CNIC Number			
Cell Number		E-mail	
I verify that my particulars given above are correct and I declare that I have read the INSTRUCTIONS printed in the examination booklet, and/or given in the ISQ Examination Guidelines, violation of which would mean cancellation of my paper and debarment from appearing in future examinations.			
Candidate's Signature		Invigilator's Signature	



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# The Institute of Bankers Pakistan

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## ISQ Examination Winter - 2018 AIBP Strategic Human Resource Management

SEAL  
BOOK  
HERE

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Section 2  
Constructed and Extended  
Response Questions

Number of Questions: 4  
Marks: 40

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Allotted time : 120 minutes

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## INSTRUCTIONS FOR THE CANDIDATES

1. The candidate must abide by the ISQ Examination Guidelines sent along with the admit card.
2. The candidate must sign the booklet after verifying the particulars and should **NOT** write his/her name or roll number on any other page of the examination booklet.
3. Use of non-programmable scientific calculator is allowed;
4. The candidate is advised **NOT** to approach the invigilators for seeking any explanation related to the questions in the examination paper.
5. Laptops, mobile phones or any other gadgets are **NOT** permitted in the examination hall. **ONLY** simple calculators are allowed except where indicated in the ISQ Examination Guidelines. If any candidate is found in possession of any restricted gadgets or items, his/her examination paper will be cancelled immediately.
6. The candidate must ensure that the examination booklet has all the pages duly numbered. If any page is missing, damaged or not numbered, then return the booklet to the superintendent / invigilator and obtain another booklet.
7. Write your answer **ONLY** in the given space for each question. Anything written outside the given space will not be considered for marking.
8. **ONLY** blue or black ball points are to be used.
9. The candidate must attempt **ALL** questions in the paper.

### For Official Use Only

Marks Obtained	Q.1	Q.2	Q.3	Q.4	Total Marks	Total in words
Marker - I						
Q.C						
Scrutiny						
Re-Scrutiny						
Marker- II						

Signatures:

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1. Marker - I

\_\_\_\_\_  
2. QC

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3. Scrutinizer

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4. Re-Scrutinizer

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5. Marker - II

**Q1.** “An effective performance management system is at its best when it establishes a true pay-for-performance culture, which in turn, develops employee engagement. The process for linking a company’s compensation plan to individual or team performance includes setting, measuring and rewarding achievable performance expectations”.

What are the ways to approach the task of creating a performance management process? (10 Marks)

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**Q3.** Discuss the significance, benefits and usages of an effective Human Resource Information Management System. (10 Marks)

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**Q4.** The design of any job should reflect both technological and human considerations. It should facilitate the achievement of organizational objectives and the performance of the work for which the job was established.

In light of the above statement, discuss the strategies to develop effective job designs. (10 Marks)

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