



Time Allowed: 3 Hours

Maximum Marks:100

**Human Resource Management and
Organizational Behavior**

Date: December 10, 2019

JAIBP (Stage-II)

Roll No:

Instructions:

- i. Attempt ALL questions;
- ii. Answers must be neat, relevant and brief;
- iii. In marking the question paper, the examiners take into account clarity of exposition, logic of arguments, presentation and language;
- iv. Read the instructions printed inside the top cover of answer script CAREFULLY before attempting the paper;
- v. DO NOT write your Name, Access No. or Roll No. etc. anywhere inside the answer script(s);
- vi. Candidates are advised not to mark any of the objective answer on the question paper, otherwise their paper will be cancelled;
- vii. Question Paper must be returned to invigilator before leaving the examination hall.

SECTION B: SUBJECTIVE

All the questions from Section B are compulsory.

(55 Marks)

- Q1.** Human Resource Management (HRM) being more preventive, focuses on the development of people and their expertise while traditional personnel function being curative, only focuses on personnel management.
- A.** Explain the assumptions of HRM which are different from personnel management. **(5 Marks)**
- B.** An efficient HRM is a combination of flourishing partnership among the component line managers, senior management and HR function and suitable HR policies, procedures and recruitment strategies. Explain why these components are important? **(5 Marks)**
- Q2.** As an HR manager of a WHD bank, how do you think that Performance Appraisals performed an important role in HR functions? Explain the significance of Performance Appraisals with reference to HR function. **(5 Marks)**
- Q3.** Analysis of future demand of employees is one of the major components of human resource planning. With reference to the above statement, explain forecasting technique used by HR function in the organization. **(5 Marks)**
- Q4.**
- A.** Many organizations are working on career planning and development programs. What are the benefits of the career planning for organization? **(5 Marks)**
- B.** As a HR manager of XYZ bank, explain how will you retain the talent in the organization during a period of recession without budget deficit? **(5 Marks)**



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Q5.

- A.** As a team leader of a team, how do you deal with the differences of opinion when working in a team?
(7 Marks)
- B.** Decision making is an important element in leadership and therefore a factor in successful management. As a manager of ABC bank, what pattern of stages should you follow to make a successful decision?
(10 Marks)

Q6. 'Organizations which are ethically managed are more profitable than others.' As a banking student give your opinion about the statement.
(8 Marks)

X ——— END OF PAPER ——— X