



The Institute of Bankers Pakistan

**Time Allowed: 3 Hours**

**Maximum Marks: 100**

**Date: November 22, 2022**

**Strategic Human Resource Management  
AIBP (Specialization)**

**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**

**Attempt ALL Questions.**

**(40 Marks)**

**Q2.** Briefly explain the five HR functions.

**(10 Marks)**

**Q3.** Elaborate the term “organization structure”. Briefly explain the types of Organizations.

**(10 Marks)**

**Q4.**

**A.** State three Do's and three Dont's of Selection Interviewing from the perspective of an interviewer.

**(06 Marks)**

**B.** Define Talent Management? Briefly explain three elements of talent management.

**(09 Marks)**

**Q5.** Discuss the scope of training programs at the beginning of employment.

**(05 Marks)**

**X ——— END OF PAPER ——— X**