



Time Allowed: 3 Hours

Maximum Marks: 100

Date: March 14,2023

**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 answers, the examiner takes 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)

Q1. Before the conduct of any appraisal, the standard by which performance is to be evaluated, should be clearly defined, and communicated to employee. What are three considerations that should be kept in mind while establishing performance standards. **(06 Marks)**

Q2. Discuss the criteria(s) for effective HR policies.

(05 Marks)

Q3. Discuss five factors that can affect motivational strategies and the related contribution that HR can make to achieve higher levels of motivation at the workplace. **(10 Marks)**

Q4. Enlist the factors affecting the level of commitment at strategic and workplace level. (Two factors for each level) **(06 Marks)**

Q5. More attention is being given to the structured type of interviews as a result of equal employment opportunity and action requirements. Specify the factors on which structured interviewing process is based. **(06 Marks)**

Q6. Enlist FOUR features of effective HRIMS. Also, Identify three crucial factors in implementing Human resource information management systems. **(07Marks)**

X ——— END OF PAPER ——— X