



The Institute of Bankers Pakistan

Time Allowed: 3 Hours

Maximum Marks: 100

Date: June 21, 2023

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

Roll No:

Instructions:

- i. Attempt ALL questions;
- ii. Answers must be neat, relevant and brief;
- iii. In checking 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.
- viii. Ensure that you shade your choice on the Optical Mark Reader sheet correctly. Only **ONE** circle must be shaded as shown below:

Correct way

A B C D (Choice B is selected)

Incorrect ways

A B C D

SECTION B: SUBJECTIVE

Attempt ALL Questions.

(40 Marks)

- Q2.** Discuss the dimensions of the HR specialist as change agent. Also delineate what roles the HR professionals can perform as change agents. **(07 Marks)**
- Q3.** What issues should an employer consider while devising the strategic remuneration package for the employees of the organization? **(05 Marks)**
- Q4.** Discuss in detail the factors affecting the level of commitment at strategic, functional and workplace level. **(06 Marks)**
- Q5.** Define Talent Management? Briefly explain three elements of talent management. **(10 Marks)**
- Q6.** Human resource planning is a complex process, involving the use of qualitative and quantitative techniques. Enlist the areas on which effective HR planning depends. **(06 Marks)**
- Q7.** Define HRIMS. What are the benefits of HRIMS and what type of information HRIMS contains? **(06 Marks)**

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