



Time Allowed: 3 Hours

Maximum Marks: 100

Date: December 19, 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.** How can HR effectively evaluate the reasons behind resistance to change and formulate the strategies to overcome it in order to gain agreement on the desirability of change? Also discuss the guidelines for HR to facilitate change. **(08 Marks)**
- Q3.** You are hired as HR Practitioner by a leading commercial bank. Discuss your role as business partner, strategist, innovator and change agent in detail with respect to banking industry. **(06 Marks)**
- Q4.** How would you describe the aspiration to promote a performance culture within an organization as a strategic initiative? Outline the key attributes of a high performance strategy with example. **(08 Marks)**
- Q5.** You have been assigned to perform an organizational review for a commercial bank. List the steps involved in conducting organizational reviews. **(04 Marks)**



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Q6. You are working as a Head of Learning and Development in XYZ Bank Limited. XYZ bank has decided to use e-learning mode for training its employees since e-learning mode can be taken at any place – in the office, at home or other locations, which eliminates the travel needs and costs. Skills acquisition and knowledge development will take place at any pace and any path, as the learning experience is solely driven by the participant, and therefore participants can have a personalized experience. Anyone in the organization can engage in e-learning and participate and share experience and knowledge in e-learning collaboration sessions.

You are required to specify the steps in developing e-learning processes. **(06 Marks)**

Q7.

A. Discuss the essential characteristics of a strategic perspective on recruitment. **(04 Marks)**

B. As a human resource professional, elaborate on the anticipated impacts of adopting merit-based increments on workplaces in the future. **(04 Marks)**

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