



# HR Margdarshan 2017 Instructions

## Final

### PUBLISHED GUIDELINES

- Team size: **2 members**. Cross college teams are not allowed. Open only to **post-graduate management students**.
- In the preliminary round (online), for every question the board asks, from the available options, the team has to choose the option they deem to be the best. Every choice made by the team would **impact the company's profits**.
- **One Login** will be assigned to each team.
- Teams are **free to change their choices** till the simulation ends.
- **Based on the profit** made in the preliminary round, top six teams would move to the **final round**.
- The **final round would be on-campus**. Each team would be assigned a mentor from the industry. The mentor-mentee teams would play a simulation similar to the one in the preliminary round; however, the number and complexity of scenarios would increase.
- The team attaining the maximum profit would be awarded a **cash prize of Rs.15,000**. The team with the second highest profit would stand to earn a cash prize of Rs. 10,000.

\*Preliminary and final rounds are unrelated.

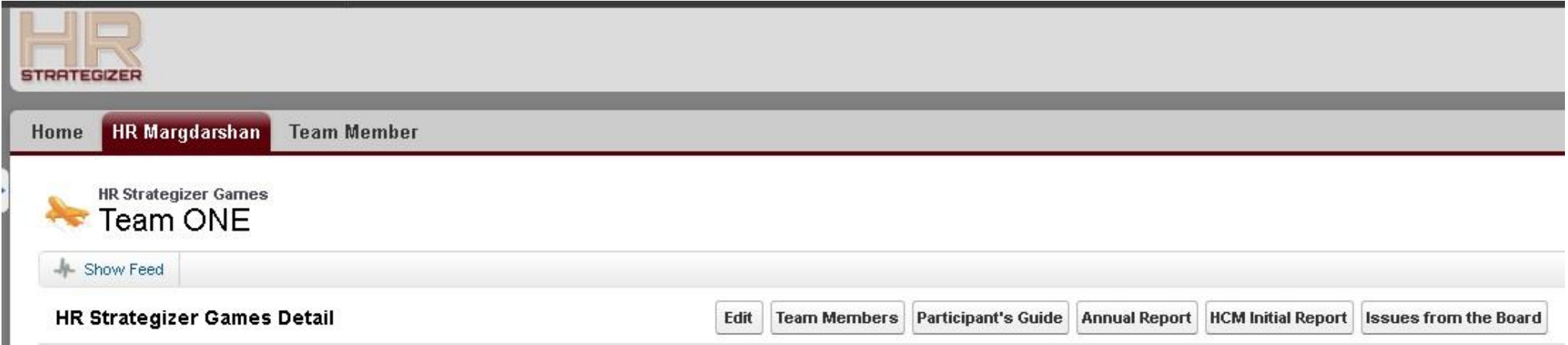
## PARTICIPATION INSTRUCTIONS – FINAL ROUND

The **SIX finalist teams** will be advised shortly after the 5<sup>th</sup> February close off and given details relating to the format of the **on-campus final event**.

The Final Round **does not build on to the Preliminary Round** score: Everything starts again.

Finalists will **access the HR Margdarshan questions in a different software application** to the preliminary round. Finalists will retain their Player ID and will be given a User Name and Password to access the new application.

On-campus finalists will be able to **log into the application from 2.00pm** (India time) prior to the commencement of the competition. Finalists will not see any questions at this stage but log in access will be tested to ensure everything is working as expected. The screen below should appear.



The screenshot shows the HR Strategizer Games interface. At the top left is the logo "HR STRATEGIZER". Below it is a navigation bar with "Home", "HR Margdarshan" (highlighted in red), and "Team Member". The main content area displays "HR Strategizer Games" with a small orange icon, followed by "Team ONE". Below this is a "Show Feed" button. At the bottom, there is a section titled "HR Strategizer Games Detail" with a row of buttons: "Edit", "Team Members", "Participant's Guide", "Annual Report", "HCM Initial Report", and "Issues from the Board".

The HR Margdarshan game simulates the provision of HR metrics and other relevant analysis of HR activity that a company's Board may wish to see and provides the opportunity to offer strategic advice on the kind of action the company should take to achieve the best business outcome.

Finalists may click on the buttons shown along the sub-menu line to gain an insight into what a real Board reporting function could look like.

The **Annual Report** sets the format for regular reporting, as the key metrics are monitored to gauge company performance during the year.

The **HCM Initial Report** simulates the type of metrics presented to the Board.

The **Issues from the Board** simulates the kind of feedback HR could be expected to receive from the Board.

When the competition starts (at 3.00pm India time) the finalist **screen will change and see Round TWO to FOUR** questions (or issues). It may be necessary to refresh the player's screen.

Players will be given time to review the questions (issues) prior to commencement.

The competition will **go for 3 hours**

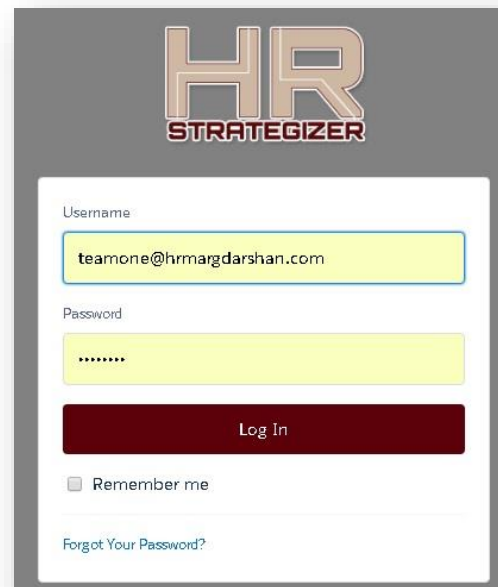
Players will receive **regular time checks** to inform them of remaining time.

Players **must complete all questions** in order to be eligible for the winning prize.

When the 3 hours is up **players must hit the SAVE button**. The SAVE button can be selected at any stage during the competition but the players will be required to select EDIT again to get back to their record.

## Log In Instructions

By following the URL <https://hrcloudsolutions.force.com/HRStrategizer> the image below will appear.



HR  
STRATEGIZER

Username  
teamone@hrmargdarshan.com

Password  
\*\*\*\*\*

Log In

Remember me

[Forgot Your Password?](#)

There are security provisions in place and the Team **may receive a Verification Code** via text sent to their nominated mobile. Make sure **the device nominated is with you** at the on-campus site for the final round.

## First Screen to Appear

After login at 2.00pm the players will see the screens shown below. Players click on **HR Margdarshan** on the menu line.



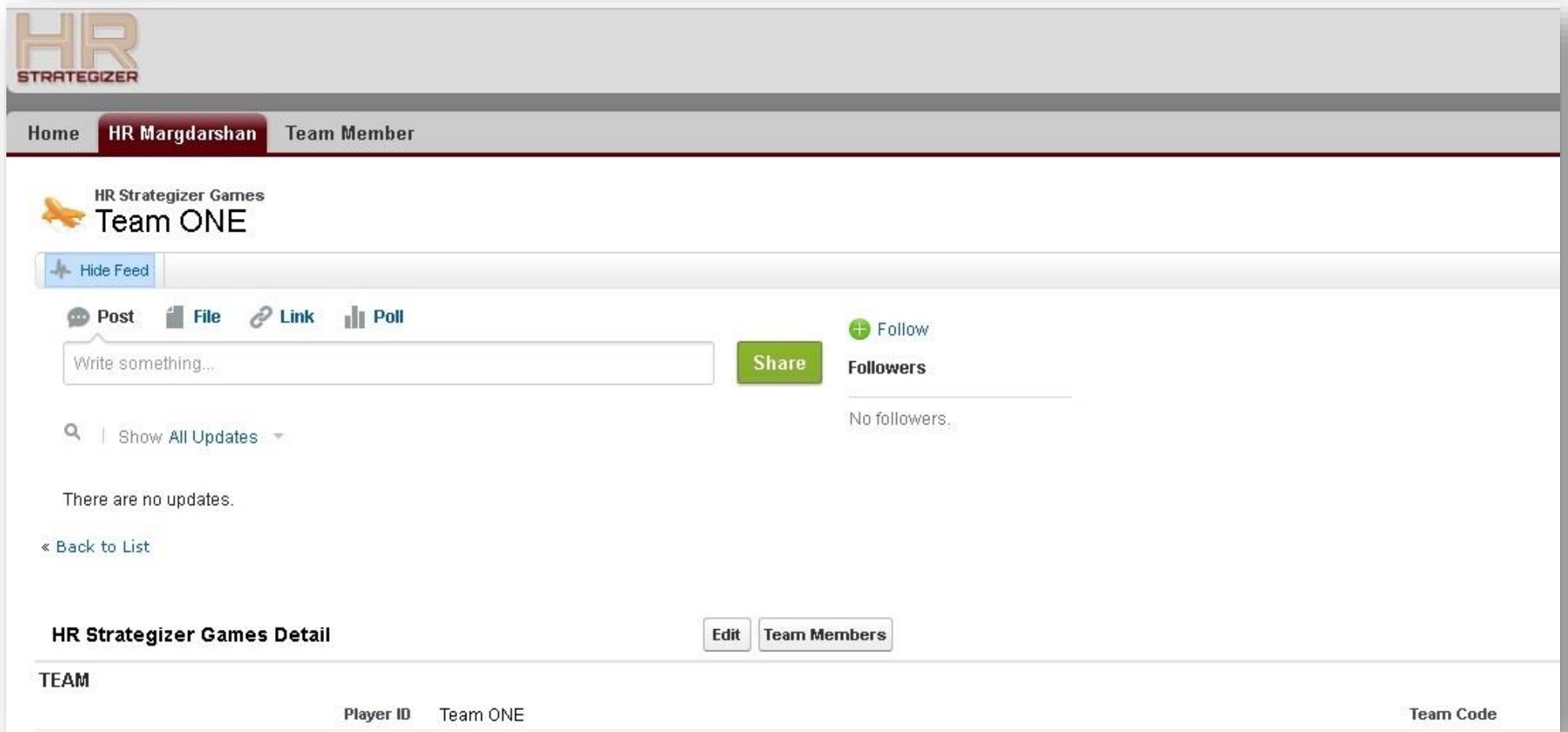
During the session participants will only **see their own record** and that can be selected by clicking on the record shown below the Player ID or directly on the **EDIT** button under ACTION, as shown below.

The screenshot shows the HR Strategizer web application interface displaying a list of records. The top navigation bar and menu are the same as in the previous screenshot. Below the menu, there is a filter dropdown set to 'All' and buttons for 'List', 'Feed', and 'Print'. A table with the following columns is displayed: Action, Player ID, Last Name, First Name, Team Leader, Team Code, and Email. The table contains one record for a player named Vishakha Singh from Team ONE.

Action	Player ID	Last Name	First Name	Team Leader	Team Code	Email
Edit	Team ONE	Singh	Vishakha	Team ONE		vishakha.singh16@qim.ac.in

*NOTE: The Software Application license is a Community License – It will show the **Feed** to collaborate (not used in this competition)*

It is possible to **hide the Feed** by clicking on the Hide Feed text



The screenshot shows the HR Strategizer Games interface for 'Team ONE'. At the top, there is a navigation bar with 'Home', 'HR Margdarshan', and 'Team Member'. Below this, the team name 'Team ONE' is displayed with a small orange icon. A 'Hide Feed' button is visible in the top left of the feed area. The feed area contains a 'Post' section with a text input field labeled 'Write something...', a 'Share' button, and icons for 'File', 'Link', and 'Poll'. To the right of the post area, there is a '+ Follow' button and a 'Followers' section that currently shows 'No followers..'. Below the feed area, there is a search icon and a 'Show All Updates' dropdown menu. A message 'There are no updates.' is displayed. A 'Back to List' link is located at the bottom left of the feed area. At the bottom of the page, there is a section titled 'HR Strategizer Games Detail' with 'Edit' and 'Team Members' buttons. Below this, a table header is visible with columns for 'TEAM', 'Player ID', 'Team ONE', and 'Team Code'.

## Ready to Input Selections

Once the player's record is selected the **EDIT button in the middle of the page** can be used to commence input

The screenshot displays the HR Strategizer Games interface. At the top, there is a search bar and a dropdown menu for 'Team ONE'. The main content area shows 'Team ONE' with a 'Show Feed' button and a 'Back to List' link. Below this, the 'HR Strategizer Games Detail' section includes 'Edit' and 'Team Members' buttons. The 'TEAM' section lists player details for 'Team ONE', including Last Name (Singh), First Name (Vishakha), and Email (vishakha.singh16@qim.ac.in). The 'Risk Avoidance (RA) - ROUND 1 - Questions from Board' section contains a table with columns for 'RA 1 Issue' and 'RA 1 Scenario (a)', (b), and (c). The 'Response RA 1' link is also visible.

Player ID	Team ONE	Team Code	
Last Name	Singh	First Name	Vishakha
Mobile		Email	vishakha.singh16@qim.ac.in

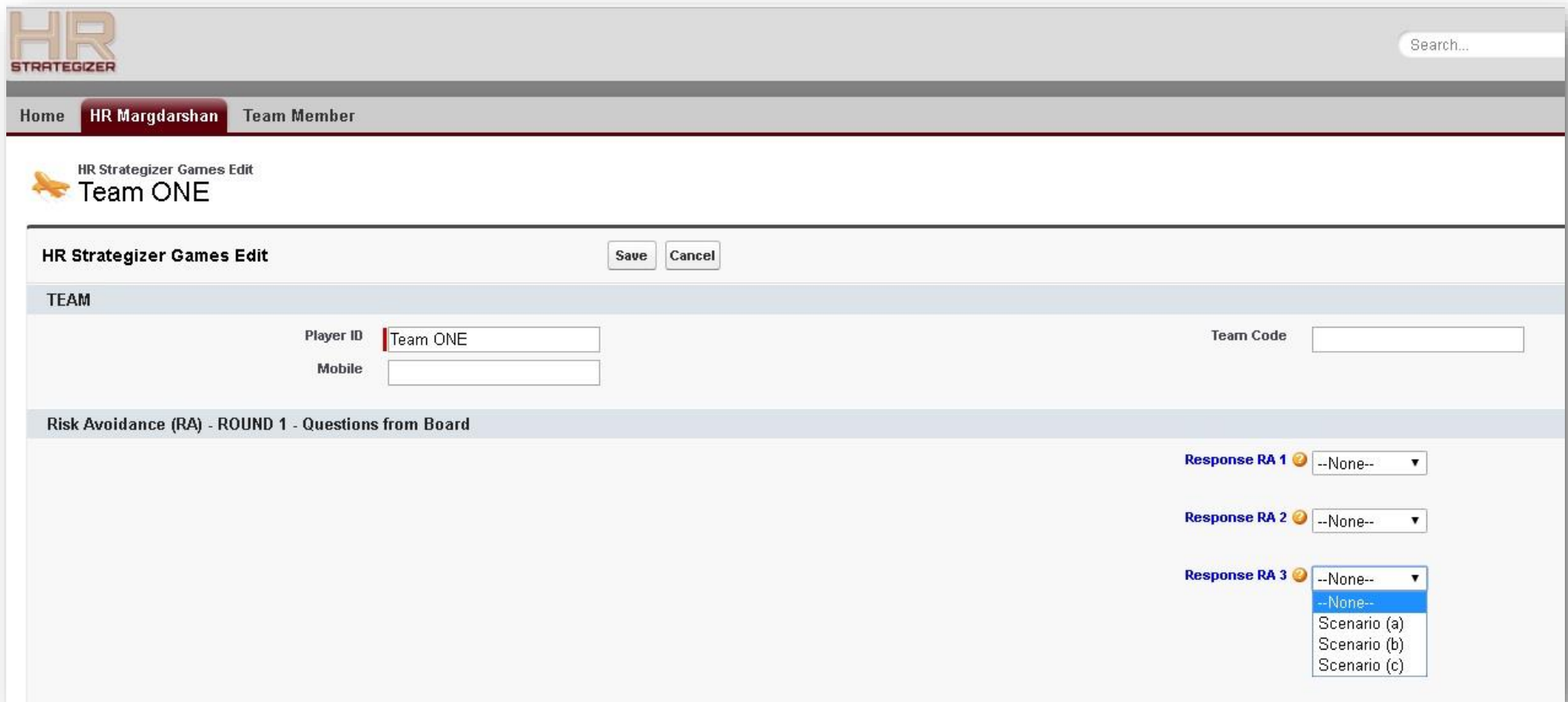
  

RA 1 Issue	RA 1 Scenario (a)
"Operations have been disrupted recently by a shortage of staff to perform critical functions, mainly due to unscheduled absenteeism. What do you suggest we do?"	Work overtime to compensate for lost time and see if situation improves
	RA 1 Scenario (b) Advise staff that continued absence will lead to termination of services and re-publish company policy
	RA 1 Scenario (c) Drill down to identify instances and talk with supervisors to determine reasons and counsel individuals concerned

[Response RA 1](#)

## Enter Responses

There is a **drop down menu** against each response in the EDIT mode



The screenshot displays the 'HR Strategizer Games Edit' interface. At the top left is the 'HR STRATEGIZER' logo. A search bar is located at the top right. The navigation menu includes 'Home', 'HR Margdarshan', and 'Team Member'. The main heading is 'HR Strategizer Games Edit Team ONE'. Below this, there are 'Save' and 'Cancel' buttons. The 'TEAM' section contains input fields for 'Player ID' (with 'Team ONE' entered), 'Mobile', and 'Team Code'. The 'Risk Avoidance (RA) - ROUND 1 - Questions from Board' section features three response options: 'Response RA 1', 'Response RA 2', and 'Response RA 3'. Each response has a dropdown menu. The 'Response RA 3' dropdown is open, showing options: '--None--', 'Scenario (a)', 'Scenario (b)', and 'Scenario (c)'. The 'Scenario (a)' option is currently selected.



## Help Text in EDIT Mode

There is **help text** on a pop up menu to prompt the user in case the user forgets the scenario they wished to select.

The screenshot shows the HR Strategizer Games Edit interface. At the top left is the HR STRATEGIZER logo. A search bar is located at the top right. The navigation bar includes Home, HR Margdarshan (highlighted), and Team Member. The main content area is titled "HR Strategizer Games Edit" and "Team ONE". Below this, there are "Save" and "Cancel" buttons. The "TEAM" section contains input fields for "Player ID" (containing "Team ONE"), "Mobile", and "Team Code". The "Risk Avoidance (RA) - ROUND 1 - Questions from Board" section features three dropdown menus labeled "Response RA 1", "Response RA 2", and "3", all currently set to "--None--". A yellow help text popup is displayed over the "3" dropdown, containing the following text:

- a) Immediately clear back log of outstanding issues.
- b) Consult with union leaders and deny there is an unreasonable delay.
- c) Consult with line managers and determine financial impact of a strike

## Determining the Winner of the Final Round

The screen below is an example of what the screen looks like when populated with impact data. The screen is not visible for the participants.

**The winner is determined by identifying the team with the best profit (or least worst loss).** In the example below the team incurring the least-worst loss would be the winner.

Progress YTD Printable View | Help for this Page ?

View:   [Edit](#) | [Create New View](#)

		New HR Strategizer Progress										Change Owner	
<input type="checkbox"/>	Action	Player ID	YTD Passenger Revenue	YTD Freight Revenue	YTD Other Revenue	YTD Total Revenue	YTD Staff Costs	YTD Aircraft Ops Costs	YTD Fuel Costs	YTD Other Costs	YTD Total Costs	YTD Profit & Loss +	YTD Profit/Loss Percent
<input type="checkbox"/>	<a href="#">Edit</a>   <a href="#">Del</a>	Player 64	14,157.97	942.92	1,300.08	16,400.97	7,794.15	2,905.00	4,300.16	1,648.20	16,647.51	-246.54	-1.50
<input type="checkbox"/>	<a href="#">Edit</a>   <a href="#">Del</a>	Player 57	14,070.29	937.28	1,300.08	16,307.65	7,721.43	2,905.00	4,300.16	1,638.68	16,565.27	-257.62	-1.58
<input type="checkbox"/>	<a href="#">Edit</a>   <a href="#">Del</a>	Player 65	14,165.10	942.82	1,300.08	16,408.00	7,836.42	2,905.00	4,300.16	1,638.86	16,680.44	-272.44	-1.66
<input type="checkbox"/>	<a href="#">Edit</a>   <a href="#">Del</a>	Player 60	14,159.08	942.99	1,300.08	16,402.15	7,833.02	2,905.00	4,300.16	1,639.20	16,677.38	-275.23	-1.68
<input type="checkbox"/>	<a href="#">Edit</a>   <a href="#">Del</a>	Player 36	14,163.84	942.82	1,300.08	16,406.74	7,844.32	2,905.00	4,300.16	1,638.70	16,688.18	-281.44	-1.72
<input type="checkbox"/>	<a href="#">Edit</a>   <a href="#">Del</a>	Player 19	14,159.50	945.59	1,300.08	16,405.17	7,846.29	2,905.00	4,300.16	1,638.19	16,689.64	-284.47	-1.73