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.

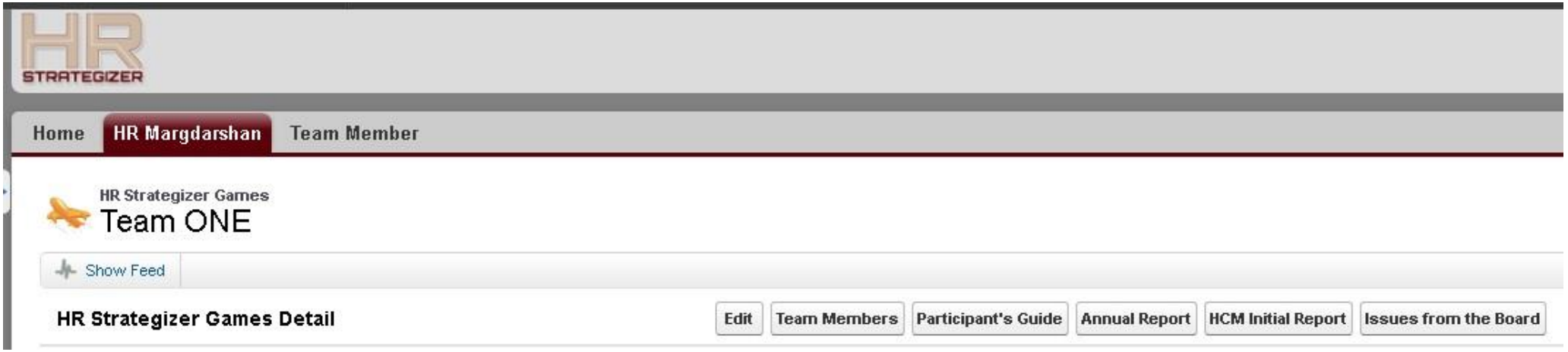
PARTICIPATION INSTRUCTIONS – FINAL ROUND

The **SIX finalist teams** will be advised shortly after the 5th 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 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**

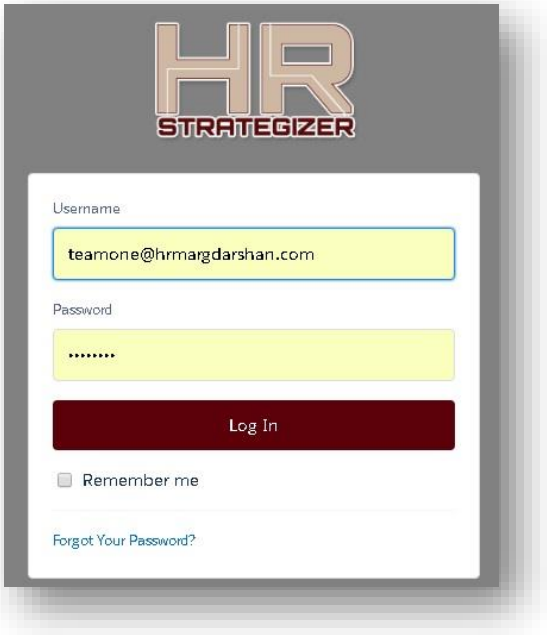
Players will receive **regular time checks** to inform them of remaining time.

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.

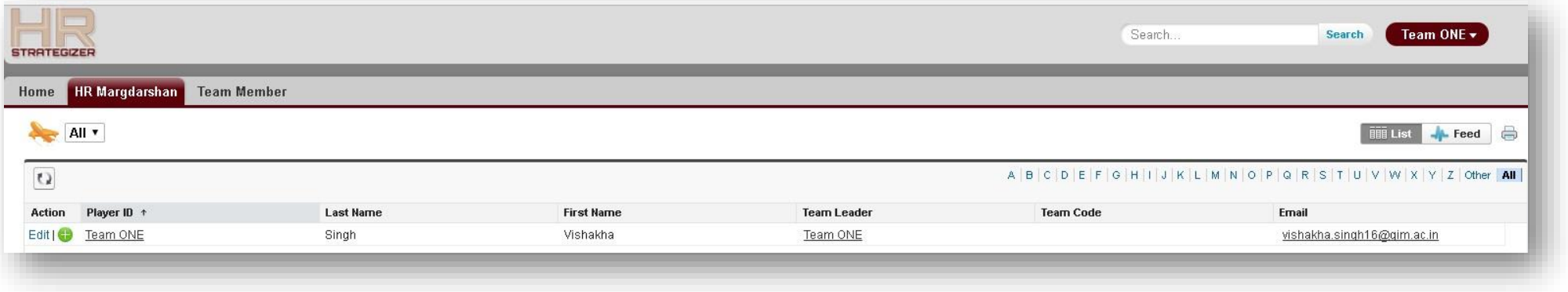


There are security provisions in place and the Team **may receive a Verification Code** via text sent to their nominated mobile. Make sure **the device nominated is with you** at the on-campus site for the final round.

First Screen to Appear

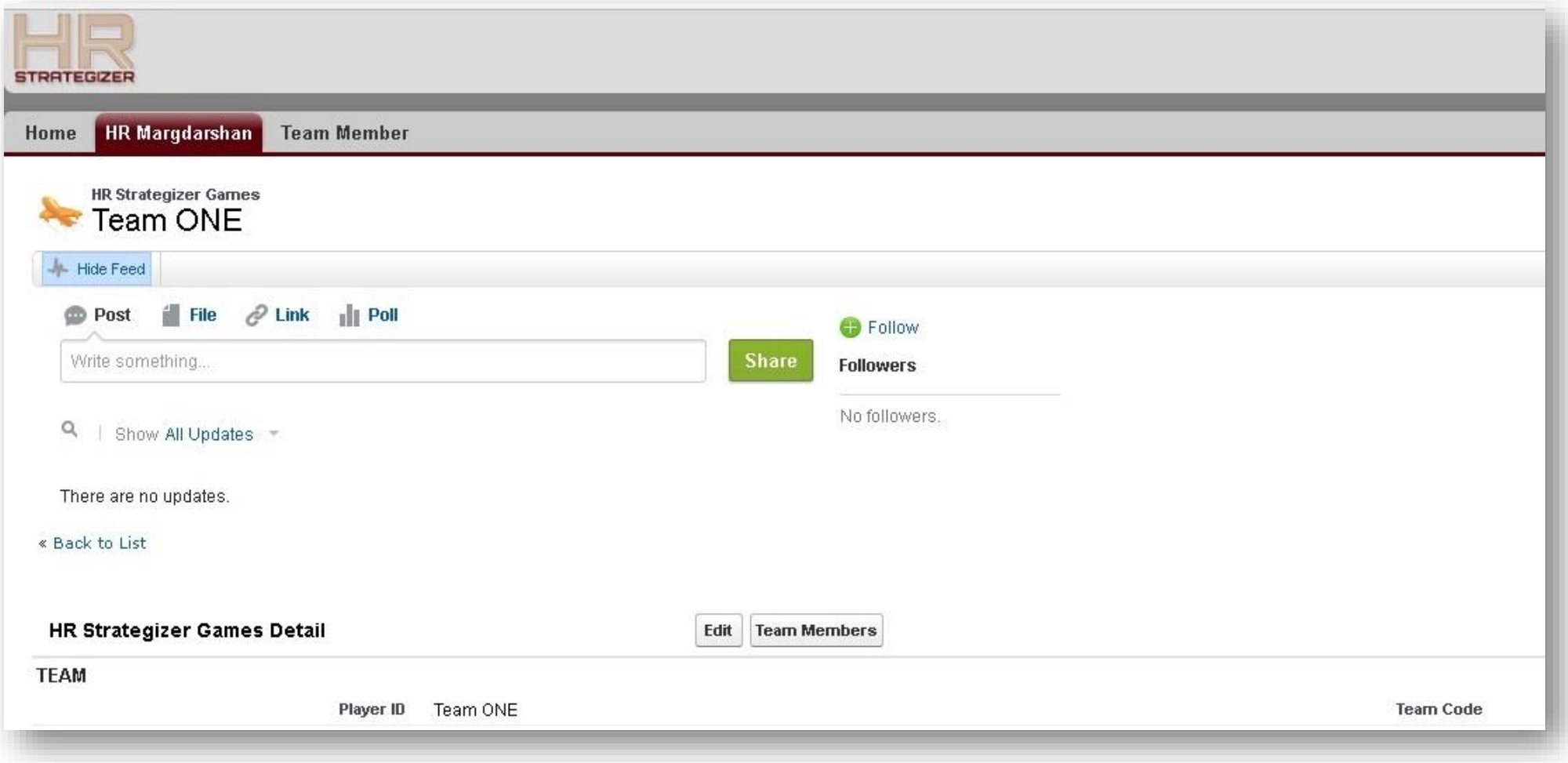
After login at 2.00pm the players will see the screens shown below. Players click on **HR Margdarshan on the menu line**.

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.



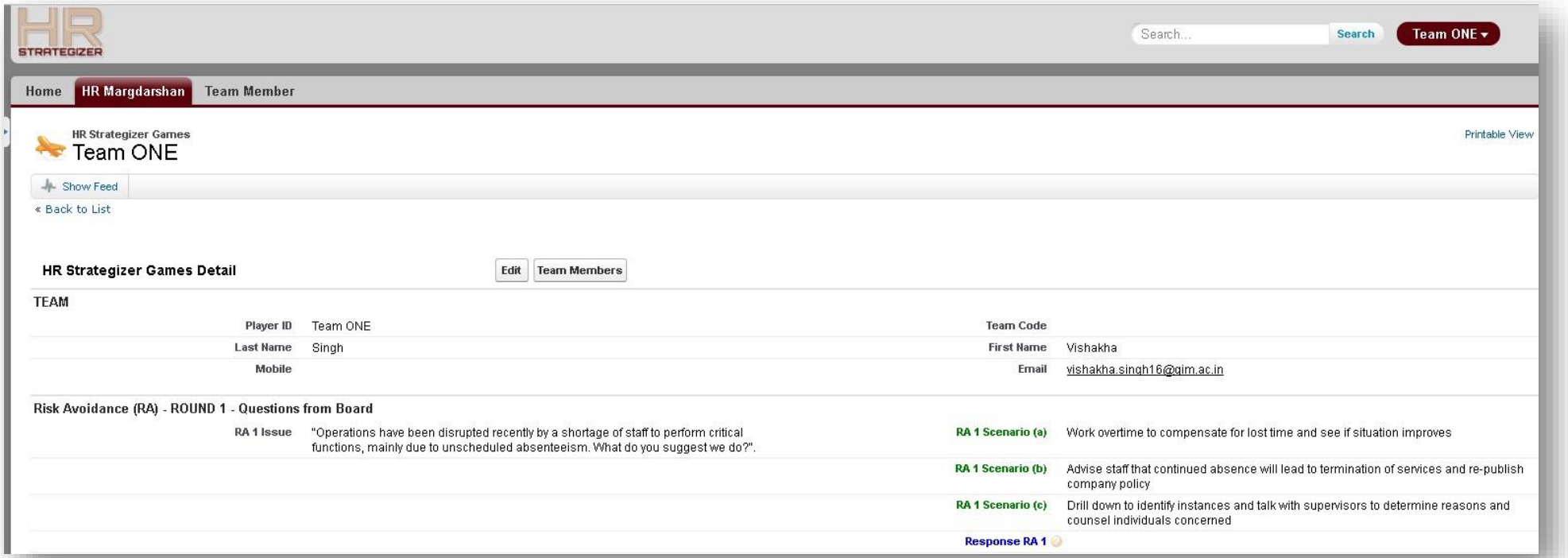
*NOTE: The Software Application license is a Community License – It will show the **Feed** to collaborate (not used in this competition)*

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



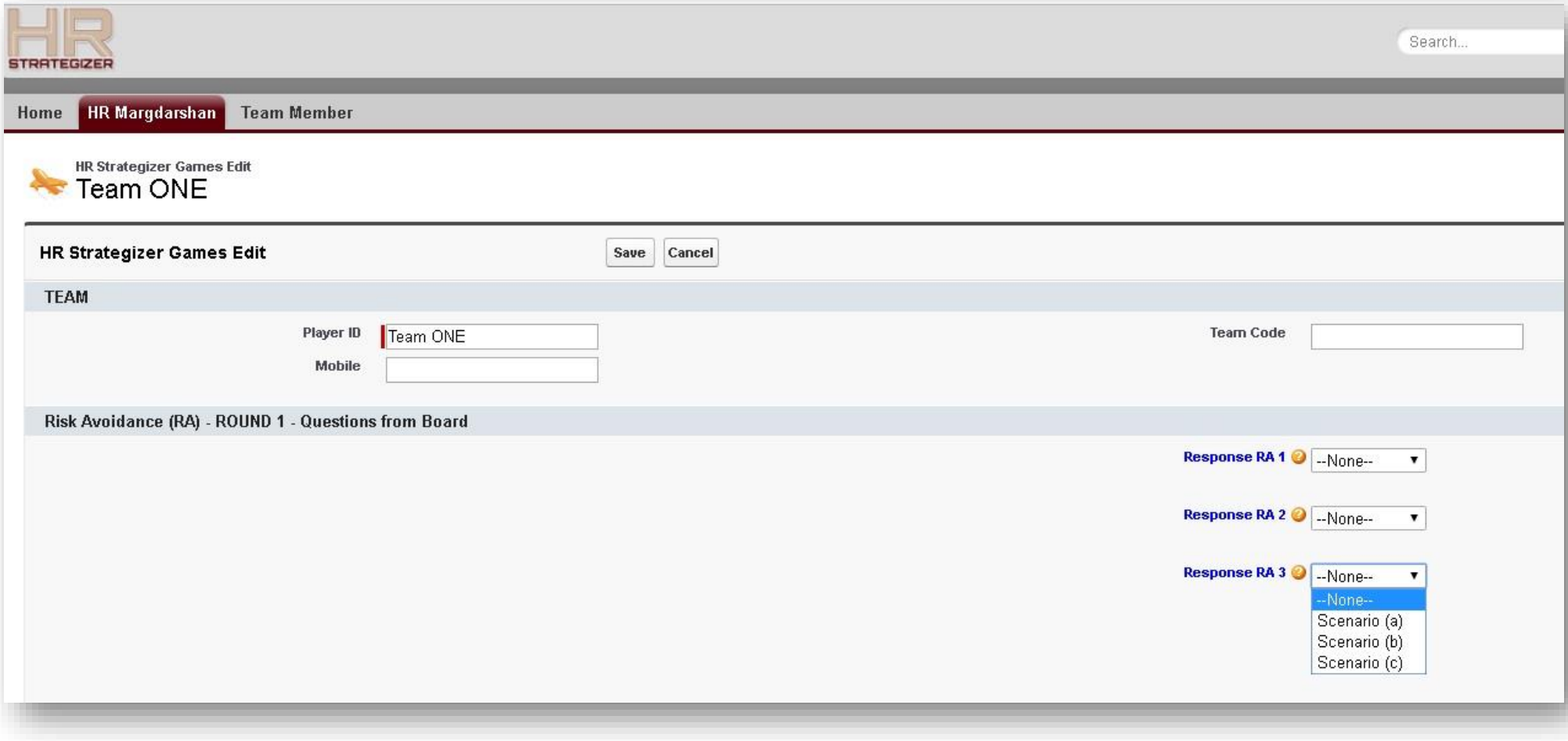
Ready to Input Selections

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



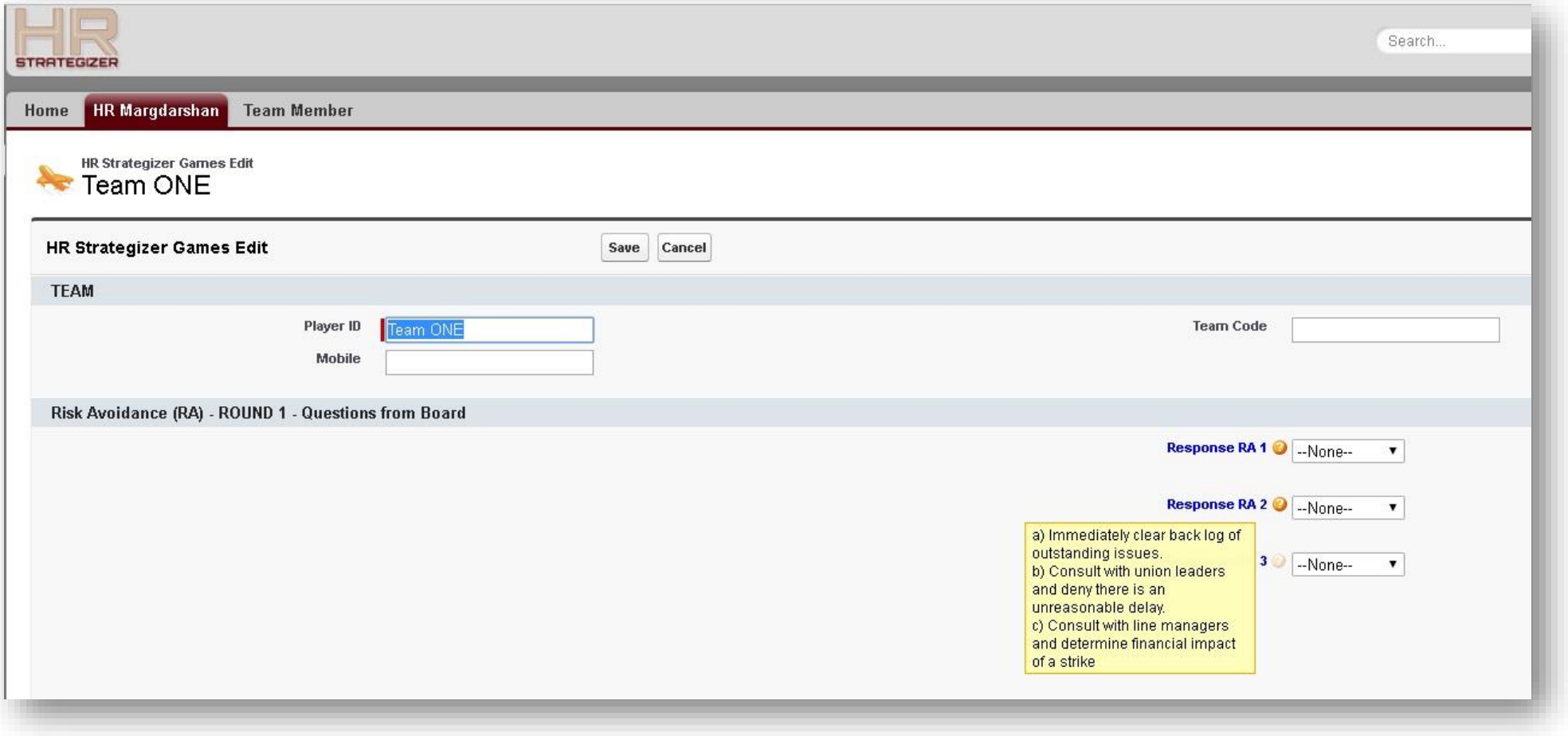
Enter Responses

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



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.



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: Progress YTD Go! Edit | Create New View

New HR Strategizer Progress | Change Owner

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
Edit | Del	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
Edit | Del	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
Edit | Del	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
Edit | Del	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
Edit | Del	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
Edit | Del	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