



OBJECTIVE

The Human Resource Management event involves a participant analyzing a real-world human resource management case situation, then presenting solutions to a professional (judge) with experience in human resource management.

DESCRIPTION

The Human Resource Management event involves the participant's analysis of a human resource management case situation, and the effectiveness of the participant's oral presentation. This case situation is typically presented to the participant in written form.

The participants will assume the role of a management/supervisory level employee for the organization represented by the situation. The position of the judge(s) will be determined by the specific case situation.

For international competition, the content to be evaluated is found in the standard *Evaluation Form* located in these *Guidelines*, with a possible one hundred (100) points. Preliminary round competition will consist of an evaluation of the presentation to the judge(s). Participants will be ranked by section and a predetermined number of participants will be named finalists. Finalists will be given a different case situation and will present their solution to a new judge or set of judges, who will evaluate each participant and determine final rankings. The following guidelines will be applied to the presentations at International Career Development Conference.

LEARNING OUTCOMES

Through the analysis of the case situation and the presentation of ideas to human resource management professionals (judges), the participants will develop or reinforce the following areas in relation to human resource management:

- Applying human resource management principles and techniques to the specific organizational environment
- Analyzing human resource situations, organizing thoughts and identifying solutions
- Demonstrating knowledge/understanding of personnel needs
- Organizing and communicating ideas and concepts effectively