



Building Competencies with HRM Practice
A Simulation Exercise for HR Professionals

Simulation Schedule November 17 to November 27 2022

Day	Session Date	*Duration	Facilitated Discussion	Incident/Decision due 11.59 p.m.	Readings and Supplemental Assignments
0	Thursday Nov 17	Open	<ul style="list-style-type: none"> Distribution of case material Practice site open 	<ul style="list-style-type: none"> Case Quiz 	<ul style="list-style-type: none"> HRM Case
Opening	Saturday Nov 19	6.00 to 8.00 p.m.	<ul style="list-style-type: none"> Orientation session Course Schedule 	<ul style="list-style-type: none"> Team Discussion: - Name your Team, Vision, Mission, Strategic HR Plans, Budget Development and Allocation 	<ul style="list-style-type: none"> Goals and Strategies pg 22-24 Budget Allocation pg 25 - 26 Budget Planning
1	Sunday Nov 20	Open	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> Assignment: Strategic HR Plans, Budget Development and Allocation Decision 1: Job Analysis due 11.59 p.m 	<ul style="list-style-type: none"> Goals and Strategies pg 22-24 Budget Allocation pg 25 - 26 Budget Planning
2	Monday Nov 21	6.00 – 9.00 p.m.	<ul style="list-style-type: none"> Job Analysis Job Design 	<ul style="list-style-type: none"> Decision 2: Job Design. 	<ul style="list-style-type: none"> Forecasting Labor Requirements Demographic Requirements
3	Tuesday Nov 22	6.00 – 9.00 p.m.	<ul style="list-style-type: none"> Recruitment and Selection 	<ul style="list-style-type: none"> Decision 3: Part Time Employees. 	<ul style="list-style-type: none"> Staffing Turnover Cost
4	Wednesday Nov 23	6.00 – 9.00 p.m.	<ul style="list-style-type: none"> Performance Management 	<ul style="list-style-type: none"> Decision 4: Performance Appraisal. 	<ul style="list-style-type: none"> Motivating employees Training ROI
5	Thursday Nov 24	6.00 – 9.00 p.m.	<ul style="list-style-type: none"> Compensation Planning 	<ul style="list-style-type: none"> Decision 5: Compensation. 	<ul style="list-style-type: none"> Compensation
6	Friday Nov 25	6.00 – 9.00 p.m.	<ul style="list-style-type: none"> Labor Relations 	<ul style="list-style-type: none"> Decision 6: Promotion Decisions. 	<ul style="list-style-type: none"> Management Audit
7	Saturday Nov 26	6.00 – 9.00 p.m.	<ul style="list-style-type: none"> None Prepare for Team Presentation 	<ul style="list-style-type: none"> Decision 7: Wage Negotiations 	<ul style="list-style-type: none"> None – prepare for team presentation

8	Sunday Nov 27	6.00 – 9.00 p.m.	<ul style="list-style-type: none"> • None • Prepare for Team Presentation 	<ul style="list-style-type: none"> • Decision 8: Crisis Management 	<ul style="list-style-type: none"> • None – prepare for team presentation
0	Monday Nov 28	6.00 – 9.00 p.m.	<ul style="list-style-type: none"> • Team Presentations of full simulation and organisation results. • Lessons learnt; Evaluation and closing 		
0	Friday Dec 2nd	Open	<ul style="list-style-type: none"> • Submission of Individual Assignments • Certificates would be presented one week after submission of individual assignments. 		

Notes:

1. Teams should establish an HR Plan with objectives, plan their strategy and make quarterly HR decisions dictated by the plans. These decisions include staffing, compensation, training, and employee relations.
2. Teams must be mindful of their annual budgets in making decisions.
3. In addition to running the HR Department and making quarterly HR decisions, (see pages 27-30 of the Case) Teams must respond to the issues raised by ‘incidents’ and make Special Decisions that come up every day. Teams must also complete the supplemental assignments associated with the regular or special decisions.
4. Facilitated discussions would be held between 6.00 p.m. and 7.00 p.m. each evening. Students would then meet in teams to discuss the quarterly and/or special decisions to be made. Students can establish their own schedules for team discussions but must be mindful of the timeline for submitting the decisions.
5. The goal is to improve the performance of the organisation based on metrics such as turnover, morale and productivity (see pages 31-33 of the Case).
6. When the simulation is advanced, Teams will be able to view the results of the decisions in a variety of department and industry reports. This process is repeated for up to 9 simulated quarters, or two + years.

October 2022