



**CAREER CLUSTER**

Business Management & Administration

**CAREER PATHWAY**

Human Resources Management

**INSTRUCTIONAL AREA**

Human Resources Management

## **HUMAN RESOURCES MANAGEMENT SERIES EVENT**

### **PARTICIPANT INSTRUCTIONS**

- The event will be presented to you through your reading of the 21<sup>st</sup> Century Skills, Performance Indicators and Event Situation. You will have up to 10 minutes to review this information and prepare your presentation. You may make notes to use during your presentation.
- You will have up to 10 minutes to make your presentation to the judge (you may have more than one judge).
- You will be evaluated on how well you demonstrate the 21<sup>st</sup> Century Skills and meet the performance indicators of this event.
- Turn in all of your notes and event materials when you have completed the event.

### **21<sup>st</sup> CENTURY SKILLS**

---

- Critical Thinking – Reason effectively and use systems thinking.
- Problem Solving – Make judgments and decisions and solve problems.
- Communication – Communicate clearly.
- Creativity and Innovation – Show evidence of creativity.

### **PERFORMANCE INDICATORS**

---

- Explain factors that impact human resources management.
- Explain the role of ethics in human resources management.
- Explain assessment method used in the hiring process.
- Solicit feedback.
- Assess the long-term value and impact of actions on others.

## EVENT SITUATION

---

You are to assume the role of the vice president of human resources for SOLUTIONS, an advertising and public relations firm in a large city. The president of the company (judge) wants you to analyze the benefits and risks associated with boomerang employees and make a final recommendation.

Boomerang employees include any employee who has left their place of employment, on their own free will, and then applies to return for an open position. During the last five years, SOLUTIONS has had many employees leave their positions after finding employment at other companies. Many of these employees parted the company on good terms, but some did not.

SOLUTIONS has been struggling in talent acquisition during the past year. A position is posted, resumes accepted and sorted, phone screenings, then interviews completed, references checked and then the offer extended. The process can take several weeks for one candidate.

You have noticed that several former SOLUTIONS employees have submitted resumes for an open position in sales. The former employees resigned and were not terminated, so you are unsure whether or not they should be considered. SOLUTIONS has never had boomerang employees. The president (judge) is open to the idea but first wants you to:

- Analyze the benefits and risks of boomerang employees
- Identify the steps that need to be added or eliminated from the hiring process
- Determine useful feedback to solicit from the former employee
- Describe the positive and negative impact on current employees

You will present your analysis and recommendation to the president (judge) in a role-play to take place in the president's (judge's) office. The president (judge) will begin the role-play by greeting you and asking to hear your ideas. After you have presented ideas and have answered the president's (judge's) questions, the president (judge) will conclude the role-play by thanking you for your work.

## JUDGE INSTRUCTIONS

### **DIRECTIONS, PROCEDURES AND JUDGE ROLE**

---

In preparation for this event, you should review the following information with your event manager and other judges:

1. Participant Instructions, 21<sup>st</sup> Century Skills and Performance Indicators
2. Event Situation
3. Judge Role-Play Characterization  
Allow the participants to present their ideas without interruption, unless you are asked to respond. Participants may conduct a slightly different type of meeting and/or discussion with you each time; however, it is important that the information you provide and the questions you ask be uniform for every participant.
4. Judge Evaluation Instructions and Judge Evaluation Form  
Please use a critical and consistent eye in rating each participant.

### **JUDGE ROLE-PLAY CHARACTERIZATION**

---

You are to assume the role of the president of SOLUTIONS, an advertising and public relations firm in a large city. You want the vice president of human resources (participant) to analyze the benefits and risks associated with boomerang employees and make a final recommendation.

Boomerang employees include any employee who has left their place of employment, on their own free will, and then applies to return for an open position. During the last five years, SOLUTIONS has had many employees leave their positions after finding employment at other companies. Many of these employees parted the company on good terms, but some did not.

SOLUTIONS has been struggling in talent acquisition during the past year. A position is posted, resumes accepted and sorted, phone screenings, then interviews completed, references checked and then the offer extended. The process can take several weeks for one candidate.

The vice president of human resources (participant) has noticed that several former SOLUTIONS employees have submitted resumes for an open position in sales. The former employees resigned and were not terminated, so the vice president of human resources (participant) is unsure whether or not they should be considered. SOLUTIONS has never had boomerang employees. You are open to the idea but first want the vice president of human resources (participant) to:

- Analyze the benefits and risks of boomerang employees
- Identify the steps that need to be added or eliminated from the hiring process
- Determine useful feedback to solicit from the former employee
- Describe the positive and negative impact on current employees

The participant will present information to you in a role-play to take place in your office. You will begin the role-play by greeting the participant and asking to hear about his/her ideas.

During the course of the role-play, you are to ask the following questions of each participant:

1. Do boomerang employees need the same onboarding as brand new employees?
2. Do we need to communicate anything to our staff in advance if former employees are hired?

Once the vice president of human resources (participant) has presented information and has answered your questions, you will conclude the role-play by thanking the vice president of human resources (participant) for the work. You are not to make any comments after the event is over except to thank the participant.

## EVALUATION INSTRUCTIONS

---

The participants are to be evaluated on their ability to perform the specific performance indicators stated on the cover sheet of this event and restated on the Judge's Evaluation Form. Although you may see other performance indicators demonstrated by the participants, those listed in the Performance Indicators section are the critical ones you are measuring for this particular event.

### Evaluation Form Interpretation

The evaluation levels listed below and the evaluation rating procedures should be discussed thoroughly with your event director and the other judges to ensure complete and common understanding for judging consistency.

Level of Evaluation	Interpretation Level
Exceeds Expectations	Participant demonstrated the performance indicator in an extremely professional manner; greatly exceeds business standards; would rank in the top 10% of business personnel performing this performance indicator.
Meets Expectations	Participant demonstrated the performance indicator in an acceptable and effective manner; meets at least minimal business standards; there would be no need for additional formalized training at this time; would rank in the 70-89 <sup>th</sup> percentile of business personnel performing this performance indicator.
Below Expectations	Participant demonstrated the performance indicator with limited effectiveness; performance generally fell below minimal business standards; additional training would be required to improve knowledge, attitude and/or skills; would rank in the 50-69 <sup>th</sup> percentile of business personnel performing this performance indicator.
Little/No Value	Participant demonstrated the performance indicator with little or no effectiveness; a great deal of formal training would be needed immediately; perhaps this person should seek other employment; would rank in the 0-49 <sup>th</sup> percentile of business personnel performing this performance indicator.



## HUMAN RESOURCES MANAGEMENT SERIES 2025

### JUDGE'S EVALUATION FORM ICDC PRELIMINARY 1

Participant: \_\_\_\_\_

ID Number: \_\_\_\_\_

### INSTRUCTIONAL AREA: Human Resources Management

Did the participant:		Little/No Value	Below Expectations	Meets Expectations	Exceeds Expectations	Judged Score
<b>PERFORMANCE INDICATORS</b>						
1.	Explain factors that impact human resources management?	0-1-2-3-4	5-6-7-8	9-10-11	12-13-14	
2.	Explain the role of ethics in human resources management?	0-1-2-3-4	5-6-7-8	9-10-11	12-13-14	
3.	Explain assessment method used in the hiring process?	0-1-2-3-4	5-6-7-8	9-10-11	12-13-14	
4.	Solicit feedback?	0-1-2-3-4	5-6-7-8	9-10-11	12-13-14	
5.	Assess the long-term value and impact of actions on others?	0-1-2-3-4	5-6-7-8	9-10-11	12-13-14	
<b>21<sup>st</sup> CENTURY SKILLS</b>						
6.	Reason effectively and use systems thinking?	0-1	2-3	4	5-6	
7.	Make judgments and decisions, and solve problems?	0-1	2-3	4	5-6	
8.	Communicate clearly?	0-1	2-3	4	5-6	
9.	Show evidence of creativity?	0-1	2-3	4	5-6	
10.	Overall impression and responses to the judge's questions	0-1	2-3	4	5-6	
<b>TOTAL SCORE</b>						