HUMAN RESOURCE MANAGEMENT EVENT

CAREER CLUSTER
Business Management and Administration

CAREER PATHWAY
Human Resources Management

INSTRUCTIONAL AREA
Human Resources Management

PARTICIPANT INSTRUCTIONS

This event is presented to you through your review of the Career Competencies, Performance Indicators and Case Study Situation.

You have up to 30 minutes to review this information and prepare your presentation. Using the materials provided, you may make notes to use during your presentation.

You will have up to 15 minutes to present to the judge(s).

You will be evaluated on your solution to the case study, how you incorporate the performance indicators of this event and how you demonstrate the career competencies.

Turn in all your notes and event materials when you have completed the event.

SOLUTION

- Unique – Demonstrate original thinking, fresh perspectives and an insightful approach.
- Practical – Develop an actionable/viable solution in a real-world context.
- Effective – Develop a solution that achieves relevant outcomes.

CAREER COMPETENCIES

- Critical Thinking – Think critically to understand and solve problems.
- Communication – Communicate clearly, effectively and with reason.
- Decision Making – Consider the impacts of decisions.

PERFORMANCE INDICATORS

- Explain the role of ethics in human resources management.
- Administer leave management procedures.
- Explain the nature of organizational culture.
- Foster “right” environment for employees.
- Enlist others in working toward a shared vision.

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CASE STUDY SITUATION

You are the director of human resources for **FOOD TOWN**, a grocery store chain. The corporate office has 75 full-time employees that work in-office Monday – Friday. Each full-time employee receives the same opportunities for benefits that include paid time off, health insurance, life insurance and retirement benefits. Full-time employees receive 25 days of paid time off each calendar year. Any days that are left unused by December 31st are lost and cannot be rolled over into the next year.

The benefit of paid time off is offered to improve employee morale and well-being. While 88% of employers in the United States offer employees paid time off, the U.S. is the only advanced economy that does not legally mandate that employees actually use a minimum amount of paid time off. This has led to many U.S. workers not taking advantage of a benefit they have earned.

At **FOOD TOWN**, most employees do not use all 25 days of paid time off and 40% of employees do not even use half of the time they have earned. The president of the company had the human resources department anonymously survey employees to ask why they are not utilizing the paid time off. Among the top reasons given by employees were:

- Feel discouraged by supervisors from using paid time off
- Being away from a project causes stress and guilt
- Fear of being penalized
- Backlash from co-workers

Employees also stated that they feel the need to apologize when requesting paid time off and tend not to discuss vacation plans with co-workers.

These findings raise many red flags. **FOOD TOWN** advocates for mental health and wellness among all its employees, yet these findings at the corporate office are a symbol of an unhealthy workplace culture.

YOUR CHALLENGE

The president wants the human resources department to determine how to foster a better, healthier workplace culture that will result in employees feeling encouraged, rather than discouraged, to utilize their paid time off.

The president also wants you to determine how to address the backlash that employees feel from their supervisors and co-workers about using the paid time off and being away from a project.

The president wants a new leave management protocol that will be shared with all corporate employees to ensure paid time off is utilized.

EVALUATION INSTRUCTIONS

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- The participants are to be evaluated on their solution and ability to apply the specific performance indicators stated on the cover sheet of this event and restated on the Judge's Evaluation Form. Although the participants may demonstrate other performance indicators, those listed in the Performance Indicators section are the selected ones you are evaluating for this particular event.
- Maintain a consistent expectation when evaluating each participant team.
- The maximum score for the evaluation is 100 points. The presentation will be weighted twice (2 times) the average of the exam score.

Levels of Evaluation

FOCUS AREA	NOVICE	DEVELOPING	PROFICIENT	EXEMPLARY
Content Understanding	Demonstrates a limited or inaccurate understanding of key concepts.	Demonstrates a basic understanding of key concepts.	Demonstrates a solid understanding of key concepts and clearly explains and supports ideas using appropriate evidence.	Demonstrates comprehensive understanding of concepts and applies them effectively to solve the scenario, including in more complex or extended contexts.
Application of Performance Indicators and Career Competencies	Lists the performance indicators and career competencies, but understanding is incomplete or inaccurate.	Defines the performance indicators and career competencies, but does not connect them to solve the objective of the case study scenario.	Explains the performance indicators and career competencies and connects them to solve the objective of the case study scenario.	Strategically applies the performance indicators and career competencies and connects them to comprehensively solve the objective of the case study scenario.
Reasoning	Ideas are unclear, inaccurate, or lack logical support. There is no application of the ideas and concept.	Ideas are present and somewhat logical but contain gaps in reasoning, development, or supporting evidence.	Ideas are logical, well-developed, and supported with appropriate evidence, with only minor gaps.	Ideas are logical, well-supported using appropriate business concept and theories and demonstrates reasoning with clear practicality and real-world relevance.
Workplace Readiness	Participants represent an employee who requires significant guidance and support to complete tasks.	Participants represent an employee who demonstrates basic skills and can complete routine tasks with some guidance.	Participants represent an employee with solid skills and who works independently to complete tasks effectively.	Participants represent an employee with advanced skills, works independently, and adapts effectively to new or unpredictable challenges.

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HUMAN RESOURCE MANAGEMENT – 2026

JUDGE'S EVALUATION FORM
ASSOCIATION EVENT 1

INSTRUCTIONAL AREA:
Human Resources Management

Participant: _____

Participant: _____

ID Number: _____

Rate the participants' ability to:		Novice	Developing	Proficient	Exemplary	Judged Score
PERFORMANCE INDICATORS						
1.	Explain the role of ethics in human resources management.	0-1-2-3	4-5-6	7-8-9	10	
2.	Administer leave management procedures.	0-1-2-3	4-5-6	7-8-9	10	
3.	Explain the nature of organizational culture.	0-1-2-3	4-5-6	7-8-9	10	
4.	Foster "right" environment for employees.	0-1-2-3	4-5-6	7-8-9	10	
5.	Enlist others in working toward a shared vision.	0-1-2-3	4-5-6	7-8-9	10	
SOLUTION						
6.	**Unique** Demonstrate original thinking, fresh perspectives and an insightful approach.	0-1-2	3-4-5	6-7	8	
7.	**Practical** Develop an actionable/viable solution in a real-world context.	0-1-2	3-4-5	6-7	8	
8.	**Effective** Develop a solution that achieves relevant outcomes.	0-1-2	3-4-5	6-7	8	
CAREER COMPETENCIES						
9.	**Critical Thinking** Think critically to understand and solve problems.	0-1	2-3	4-5	6	
10.	**Communication** Communicate clearly, effectively and with reason.	0-1	2-3	4-5	6	
11.	**Decision Making** Consider the impacts of decisions.	0-1	2-3	4-5	6	
OVERALL IMPRESSION						
12.	Demonstrate overall career readiness through professionalism, poise and confidence.	0-1-2	3-4-5	6-7	8	
					TOTAL SCORE	

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