



RUKMINI DEVI

Institute of Advanced Studies

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DOSSIER

On

"Case Study Competition"

SASHAKT- HR Club, RDIAS

On

October 10 , 2018



RDIAS

Case Study Competition - "Enactment: Theory to Practical"

Organized by

SASHAKT - HR Club

Open to the students of MBA I & III Semester

Rules of the Event:-

CASH PRIZES

- ☆ There would be team participation for the event.
- ☆ Team size will be up to 3 students.
- ☆ Ten teams will be finalized on the basis of "First come First serve" and Scenario will be distributed to participated team members.
- ☆ 10 minutes will be given for planning the presentation.
- ☆ Maximum 7 minutes will be provided to each member for enactment of the case study.
- ☆ Participants cannot use the internet, mobile phone or any other gadget during the event.



REGISTER HERE

***All the interested students should register themselves latest by October 5, 2018, (Friday) through e-shaala Portal**

For more information contact:

Dr. Vidhi Tyagi

Dr. Neha Yadav

Ms. Shuchi Dikshit

Date of the Event:-

Date: October 10, 2018 (Wednesday)

Time: 1:45 p.m. to 3:30 p.m.

Venue: Lecture Theatre

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Ms. Shuchi Dikshit

Asst. Professor, RDIAS

Prof.(Dr.)Raman Garg

Director, RDIAS

FORM A

Proposal :

- **Name Of the event to be organized :** "Case Study Competition"

- **Date :** October 10 , 2018

- **Time :** 01:30 PM

- **Venue :** Lecture Theatre

- **Organized By:** SASHAKT- HR Club, RDIAS

- **Motivation for the activity :** The competition is organized keeping in view to give students a practical understanding of the Human Resource concepts and challenges. The cases chosen for the competition would give them an opportunity to practice addressing basic yet sensitive employee issues ranging from suspected employee theft to personal hygiene. Students will be given the case in advance and asked to assume the role of an HR manager and confront the employee on issues that frequently occur in the workplace. The student, in playing the role of an HR manager needs to identify the HR implications in the scenario. The scenarios would challenge the students to think on their own, exercise judgment, and render a decision toward successful resolution.

Form B

Part 1

Aim of the event :

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The event was organized with the aim of offering students hands on experience on dealing with the employee related issues which interferes in maintaining a balanced environment of the organizational workplace and affects in smooth functioning of the company.

Student's analysis of such cases would define the level of understanding and their approach to resolve the issues to become future HR leaders.

Part 2

Abstract :

Abstract

Employees are the asset of our company and add immeasurable value. Companies over the period of time have switched to the Human Capital perspective of building an environment conducive for the employees to push them towards achieving higher standards.

With this view point student teams were given cases to be analyzed and play roles of employees and HR department to resolve issues addressing basic yet sensitive employee issues ranging from suspected employee theft to personal hygiene.

From the list of registered students, six teams with a team of two to three students per team was made and assigned a short case one day prior to the competition.

The invited Honorable Judge for the event was **Dr Tripti Toor**, who accepted the invitation and shared her valuable insights with the students on the issues being discussed.

The objective was for teams to present their case in the form of role plays which makes the participants envision the scenario. This in turn impels the students to change their approach and be more practical.

There was a pool of seven teams who were given different cases (attached as Annexure) to be presented in the form of role plays to determine the actions of their characters based on their characterization, and the actions succeed or fail according to a formal system of rules and guidelines applicable in an organization.

Some guidelines that were given to the students were:

1. Be clear with the employee that you want to hear his or her explanation. Questions like the following will help facilitate the conversation:
 - Why did you break the rules?
 - Why are you not performing up to standards?
 - Do you want to improve?
 - Do you think you can be successful?
 - How can I, as your manager, help you to succeed?
2. The focus of the meeting is not punishment. It is on communication and collaborative problem solving. Ask yourself, "Am I coming across as a parent scolding a child, or is the meeting about two adults trying to solve a work problem?" What has the employee learned about job expectations as a result of this meeting?
3. Managers should reinforce the desired behavior with a follow-up meeting. If the employee has improved his or

her performance, this is a great opportunity to reinforce the good behavior and provide the proper recognition for the employee's effort. If the employee is still struggling, then the follow-up provides the opportunity to re-assess the agreed improvement strategy with the employee.

The event started with the anchors welcoming everyone and introducing the rules of the competition to all. The Judge for the event was welcomed and thanked for finding time and gracing the event with her presence.

All the seven teams came one by one on stage and narrated the case to the audience before starting the role play. The cases included issues dealing with rules and policies on smoking, code of conduct, employee performance, theft, negligence, and similar matters of concern.

Each team was given a time duration of six minutes to present followed by questions. Students were asked to be prepared with the following **Scenario debrief questions** for this purpose.

1. In this particular scenario, what was the challenge facing the supervisor?
2. I want to hear from the supervisors. What was your strategy going into the meeting? How did you plan on approaching this?
3. As a supervisor, what seemed to work and what didn't?
4. As an employee, how did you feel? What worked for you?
5. As an HR professional, what advice would you give the supervisor before his or her conversation with the employee?
6. What potential HR issues are there in this scenario?
7. Are there any legal implications in terms of laws or regulations?

Participants as well as the audience members enjoyed the role plays.

The winning positions were given to the following teams:

First Position: KARISHMA KANDPAL, LOVELY ARYA & MUNIRA (MBA 3rd Sem)

Second Position: TAMANNA MADAN & KRITIKA SHARMA (MBA 3rd Sem)

Third Position: ADITI SAXENA, MANAVI SHARMA & MEGHA KATOCH (MBA 3rd Sem)

The event would not have been possible without the help of the following students who volunteered to participate as a part of coordinating committee.

	Name
	Course
	Class
	Shift
Ruchika Gupta	BBA
	V
	M
Charu Arora	BBA
	V
	M

Karishma

MBA

III

M

Damanpreet

MBA

III

E

Jaspreet

MBA

III

E

Shivangi Bindal (Anchor)

MBA

III

E

Shabnam

MBA

III

M

Saumya Mathur

MBA

III

E

Shriya Chhabra (Anchor)

MBA

III

E

Anjali Kaur

MBA

III

E

Juhi Singhal

BBA

III

M

Loveleen Gaba

BBA

III

M

Ridhima Mahajan

MBA

III

M

Part 3

Conclusion

The event was a fulfilling event for all. The participants were acknowledged and given valuable inputs to improve. The winners got the appreciation that they worked hard for. The competition was a learning experience and gave students first-hand experience to bridge gap between their understanding of the classroom teaching and application of the same.

SnapShot



The Judge of the event Dr. Tripti Toor & Dr. Vidhi Tyagi, Chairman of the HR Club



Role play in progress.



The winning team in action!



The winning team being felicitated.



The first runner up.



The second runner up.



One with all the participants.



As the event starts the anchors welcome everyone and narrate the rules for all.