



Human Resource Management (535)

REGIONAL – 2020

FINAL

Presentation Points	_____	(140 points)
Specification Points	_____	(20 points)
<i>TOTAL POINTS</i>	_____	<i>(160 points)</i>

Failure to adhere to any of the following rules will result in disqualification:

- 1. Contestant must hand in this test booklet and all printouts. Failure to do so will result in disqualification.**
- 2. No equipment, supplies, or materials other than those specified for this event are allowed in the testing area. No previous BPA tests and/or sample tests or facsimile (handwritten, photocopied, or keyed) are allowed in the testing area.**
- 3. Electronic devices will be monitored according to ACT standards.**

No more than ten (20) minutes preparation
No less than three (3) and no more than five (5) minutes oral presentation
No more than three (3) minutes judges' questions

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Description

Assess interpretation of personnel policies and knowledge of human resource management.

Regional Final Scenario

Brent Carson is employed by Professional Business Associates as the senior employee in the Information Technology department. He has been secretly trying to find out if the new IT employee with a college degree is getting paid more than he is. Holly, who works as a receptionist in the Human Resources Department, is a friendly and outgoing person who enjoys chatting with the employees. Brent casually asks Holly “hypothetically” how much he would get paid if he was a new hire with a college degree. Based on Holly’s answer, Brent realizes that the new IT employee earns significantly more than he does and tells several other employees how much the new guy makes.

As a Human Resources Manager, how would you handle this situation? Use your Human Resources Manual as a guide.

A contestant will be DISQUALIFIED for violations of the Copyright and Fair Use Guidelines.

Contestants who do not submit an entry that follows this topic will be disqualified.

Solution—Topics may be found in the Human Resources Manual

- **See Open Communication Policy – page 9**
- **See Confidential Information – pages 10**
- **See Standards of Conduct – page 12**
- **See Unacceptable Activities – pages 12-14**
 - **#9**
 - **#12**