Year 2022-2023

Experiential Learning Assignments

Semester I:

Financial Econometrics (Batch 2022-2024)

Panel Data Analaysis

Due October 6, 2022 11:59 PM **Instructions**

Assignment Experiential Learning Financial Econometrics Assignment Date: Start Date: 19/9/22 Submission Date: 6/10/22 (EOD) Maximum Marks: 20 Marks

All of you are asked to select a research problem. Pull out relevant panel data for the identified research problem.

- 1. Do the panel data analysis, prepare tables and interpret results [10 Marks; CO5]
- 2. Write a research paper in IEEE format of 4000-5000 words [10 Marks; CO5]

Semester II:

Talent Management (Batch 2022-2024)

Dear Students,

I hope all of you doing good and keeping safe.

Please find below the details of the 1st and the 2nd Internal Evaluation (Assignment 2- Experiential Learning) for Talent Management that is research paper writing.

Pls, form a group of 2 member-only for this assignment. (1 group = 2 students)

It is advisable to pick topics on Talent, HR, Learning, Competency, etc.

Pls make a note that I am giving you **nearly 2 months for the assignment**. Pls, don't start this at the nth hour and please do the needful on time.

- The cover page should include your Topic, Structured Abstract 300 words, Roll No, and your name. (Assignment 1)
- 2. The Research Paper should be between 4000 to 6000 words. (Assignment 2- Experiential Learning)
- 3. This will be an online submission wherein I require soft copies of the research paper.
- 4. Pls, follow the format very strictly while you submit the assignment.
- Send in the soft copies of the paper to my email on or before 23rd Feb 2022.

The format of the research paper will be as follows-

1

- Introduction
- Purpose
- · Design/methodology/approach
- Originality
- Findings
- · Research limitations/implications
- Practical implications

As far as the assessment of your assignment is concerned, you will be evaluated against the plagiarism percentage of your paper. Only if you cross this stage then your paper is evaluated. **Plagiarism beyond 15 % will earn you a zero** hence the assignment if copied from any sources will not fetch any marks.

I am attaching the following

- Guidelines to submit a full paper
- A sample paper is written by me and an HR Student of SIBM Pune which was published Emerald worldrenowned International Journal. (for reference only)

Happy Learning!!!

Semester III:

Organizational Development and Change (Batch 2021-2023)

Dear Students,

Tomorrow's session will be based on experiential learning. Students are expected to watch the following videos during the session slot:

- 1. An Interview with Jack Welch on Leadership and the Welch Way (21.12 m), https://www.youtube.com/watch?v=vUYQ8D1oRbc&t=14s
- 2. Corporate Culture (14.34), https://www.youtube.com/watch?v=7g-BLzjEbXU
- 3. The inner side of Organizational Change (22.06), https://www.youtube.com/watch?v=3n-c6iAKFgg&t=232s
- 4. How to Deal with Resistance to Change (10.45), https://www.youtube.com/watch?v=79LI2fkNZ2k&t=572s
- 5. Leadership Development in Organization Development: A Conversation with John Scherer (33.39), https://www.youtube.com/watch?v=-ttIlnpFnyo
- 6. Role of technology in building high performing organizations (26.44), https://www.youtube.com/watch?v=hxcYFkaLq c
- 7. Building Agile, Resilient and Innovative Companies with Prof Adrian Saville (20.05), https://www.youtube.com/watch?v=RTF7c8Y5CdI
- 8. How will COVID-19 change management and leadership? (31.27), https://www.youtube.com/watch?v=opiPdUbPvxY

This is an individual assignment. You have to submit a write-up presenting the gist of each video and learning in around 1500 words in total. It is for 20 marks. The due date of submission will be 15 September, 2022. CRs to collect submissions from the class and share it with me and Ms. Supriya as zipped folder.

Semester IV:

Conflict and Negotiation (Batch 2021-2023)

Group Experiential Learning Assignment Activity- 20 Marks

Submission date: 28th February 2023

Students in a group of 7 are required to analyse the scenes from an allotted movie/documentary/book chapter etc on different conflicting situations that arise in the plot/script/story and how the protagonist or key characters face the conflict, react to it, and try to reach a solution using the various models of conflict resolution discussed in the class.

The following points must be covered by each group while writing the assignment:

- 1) Short introduction of the protagonist and other key characters.
- 2) Short synopsis of the movie/ documentary/book chapter etc.
- 3) Identifying conflicting situations.
- 4) A writer up on conflicting instances/scenes/scenarios etc and their resolution according to the group using the styles of handling conflict. (1500-word min)

Format for the write-up.

- i) About the situation.
- ii) The characters involved.
- iii) Type of conflict you can perceive- Interpersonal. Intrapersonal, Intergroup, Intragroup, Conflict of interest, Goal Conflict, Substantive, Intrasender, Misattributed, Displaced, Role ambiguity, Role overload, etc., and others discussed in class.
- iv) Best-suited conflict handling style Dominating, Compromising, Integrating, Avoiding, etc.

The above pointers are not exhaustive. You are free to enhance the quality of your assignment byadding any relevant dimension to explain the conflict or conflict resolution process.

The groups will be allotted movies randomly.

The report's analysis and explanation should not exceed 6 pages. Group Size: 7 students /group

Font- Times New Roman, Size-12, Headings-14Space- 1.5, Margin-Normal

Assessment Criterion:

The assessment would be conducted based on the following criteria.

	Word Limit	Marks
Short introduction of characters	100 words	2 marks
A short synopsis of the movie	300 words	2 marks

Identifying conflicting situations	Min 3 – Max 5	4 marks
	200 words	
Write up on each conflicting situation as per the	1500 words	10 marks
format shared		
Submitting the script as per the format on or before		2 marks
the scheduled date without any intragroup conflict.		
Final Submission	28 th Feb 2023	
Final Assignment Content Assessm	ent	(20 marks)

The movies movie/documentary/book will be allotted by the undersigned on a random basis oncethe groups have been formed. The excel sheet for group formation is shared on Google drive, students are required to enter their names in front of groups already mentioned in the sheet.

The last date for group formation is 5th February 2023.

For any further clarification pls write to sujoysen@sibmpune.edu.in

Dr. Sujoy Sen

Simulation

Syllabus Materials for Strategic Corporate Management – Business Simulation

The overall objective of this course is to develop your professional business skills. Through computer simulation, we will place you into a very realistic international business setting where you will run a company for two years in compressed time (eight rounds of decision-making). You will work closely with a team of fellow students to manage a highly complex and integrated business. Personal leadership and strong interpersonal skills will be necessary to succeed.

• Learning Objectives

This course will employ the *Marketplace* simulation as a learning environment. The exercise is a transformational experience. You will learn what it's like to compete in the fast-paced, competitive market where customers are demanding, and the competition is working hard to take away your business.

In *Marketplace*, you start up and run your own company, managing its strategy and the interplay between marketing, human resources, operations, finance, and accounting. You are given control of a simulated business and must manage its operations through several decision cycles. Repeatedly, you must analyze the situation, plan a business strategy to improve it and then execute that strategy out into the future. You face great uncertainty from the outside environment and from your own decisions. Incrementally, you learn to skillfully adjust your strategy as you discover the nature of your real-life decisions, including the available options, linkages to other parts of the business, conflicts, tradeoffs, and potential outcomes.

Here is a list of the specific tasks that *Marketplace* players do:

- Analyze market research data
- Plan and roll out a marketing campaign
- Design brands to appeal to different market segments
- Devise advertising campaigns, sales force incentives, and price option
- Allocate scarce funds to R&D, manufacturing, quality, advertising, and distribution
- Select and prioritize R&D projects, leading to new product features
- Negotiate strategic partnerships with competitors for new technology
- Initiate and defend lawsuits over false advertising
- Hire employees and set competitive compensation packages
- Schedule production and manage plant capacity
- Initiate quality production programs
- Manage cash
- Negotiate equity and debt financing for new business development
- Compete head-to-head with other business teams
- Adjust strategy and tactics in response to financial performance, competitive tactics, and customer needs

The specific goal of the simulation exercise is to develop your management skills by giving you an integrated perspective of the entire business operation. In terms of specifics, the exercise can:

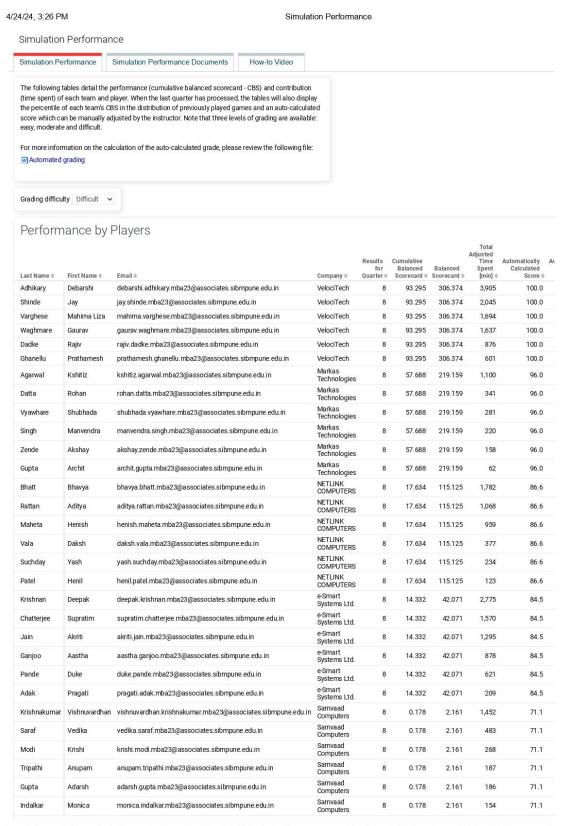
- Develop strategic planning and execution skills within a rapidly changing environment
- Crystallize the linkages between business decisions and financial performance
- Instill a bottom-line focus and the simultaneous need to deliver customer value
- Internalize how important it is to use market data and competitive signals to adjust the strategic plan and more tightly focus business tactics
- Promote better decision-making by helping you see how your decisions can affect the performance of others and organization as a whole
- Facilitate learning of important business concepts, principles, and ways of thinking
- Experience the challenges and rewards of the entrepreneur by starting up and running a new business venture
- Build confidence through knowledge and experience

To accomplish all of this, it will be necessary to forge a strong team that can effectively manage many tasks in concert. Leadership, teamwork, and interpersonal skills will be part-and-parcel of what it takes to succeed. Your team will serve as a live case study within which you can develop your personal style of working with others. You will deal with such issues as the selection of professional colleagues, working with diversity, organization of work, decision-making processes, conflict management, performance appraisal, and culture.

Instructor Switch to Microsimulations Support Account Instructor: Chinmulgund, Avanti (#16249) English ← Back to My Games Simulation Performance Game Overview Detailed Reports The following tables detail the performance (cumulative balanced scorecard - CBS) and contribution time spent of each team and player. When the last quarter has processed the tables will also displate the percentile of each team's CBS in the distribution of previously played games and an auto-calculate score which can be manually adjusted by the instructor. Note that three levels of grading are available easy, moderate and difficult. For more information on the calculation of the auto-calculated grade, please review the following file W Automated grading Included Microsimulations Assurance of Learning Assessment Game Settings Grading difficulty Difficult Email Performance by Players Results for Balanced Balanced
Quarter \$ Scorecard \$ Scorecard \$ Saxena Rajat rajat.saxena.mba24@associates.sibmpune.edu.in FiberFrame Dynamics 8 13.914 34.628 2 734 100 n A shridhar.chamaria.mba24@associates.sibmpune.edu.in FiberFrame Dynamics Chamaria Shridhar 13.914 34.628 100.0 A G Ravi gravi.teja.mba24@associates.sibmpune.edu.in FiberFrame Dynamics 8 13.914 34.628 41 100.0 100.0 A Prachi prachi.rathi.mba24@associates.sibmpune.edu.in 13.914 34.628 Thatiparti Raghu Ram raghu.thatiparti.mba24@associates.sibmpune.edu.in FiberFrame Dynamics 8 13.914 34.628 0 Vaibhav vaibhav.dogra.mba24@associates.sibmpune.edu.in Bike Buddies 8 2.398 Dogra moumi.bera.mba24@associates.sibmpune.edu.in Singh Charul charul-singh.mba24@associates.simpune.edu.in Bike Buddies 8 2.398 7.235 416 90.7 Achaitanya.kumar.mba24@associates.sibmpune.edu.in Bike Buddies 2.398 7.235 ### mba24@associates.sibmpune.edu.in | Bike Buddies | 8 2.398 7.235 | 0 90.7 | A-90.7 A-Modify Save Cancel Release

Picture 1: Simulation window

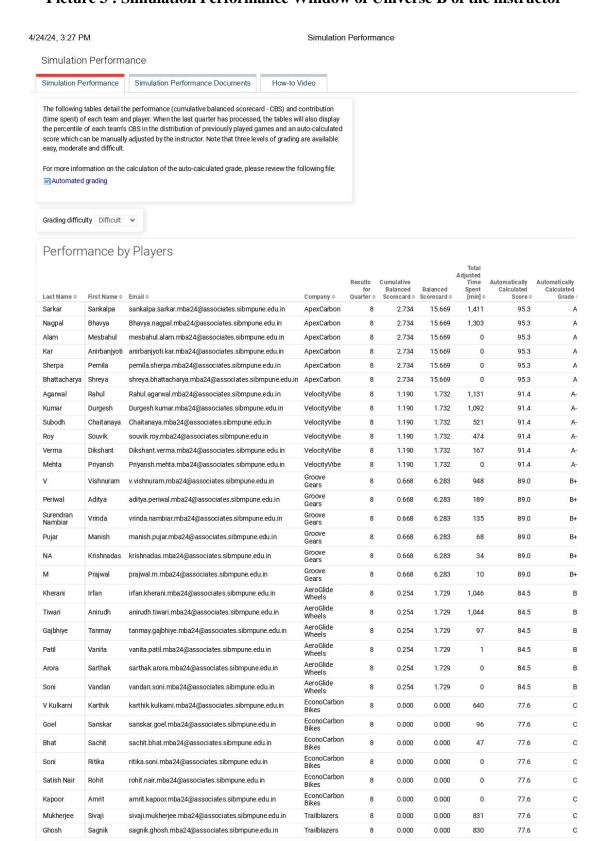
Picture 2: Simulation Performance Window of Universe A of the instructor



.4/24, 0.201			malation i crionna				Total	
Last Name ¢	First Name ¢	Email φ	Company \$	Results for Quarter \$	Cumulative Balanced Scorecard ©	Balanced Scorecard \$	Adjusted Time Spent [min] ¢	Automatically Calculated Score \$
Ahire	Aditya	aditya.ahire.mba23@associates.sibmpune.edu.in	NambusTech	8	0.023	0.000	952	70.4
Goyal	Bikash	bikash.goyal.mba23@associates.sibmpune.edu.in	NambusTech	8	0.023	0.000	777	70.4
Goyal	Nandini	nandini.goyal.mba23@associates.sibmpune.edu.in	NambusTech	8	0.023	0.000	705	70.4
Singh	Utkarsh	utkarsh.singh.mba23@associates.sibmpune.edu.in	NambusTech	8	0.023	0.000	464	70.4
Dayma	Mukund	mukund.dayma.mba23@associates.sibmpune.edu.in	NambusTech	8	0.023	0.000	412	70.4
Dayal	Shreya	shreya.dayal.mba23@associates.sibmpune.edu.in	NambusTech	8	0.023	0.000	334	70.4

Performance	by Tea	ams					
Company	Results for Quarter	Cumulative Balanced Scorecard	Balanced Scorecard	Total Adjusted Time Spent [min]	Percentile	Automatically Calculated Score	Automatically Calculated Grade
VelociTech	8	93.295	306.374	10,758	86	100.0	A
Markas Technologies	8	57.688	219.159	2,163	81	96.0	A
NETLINK COMPUTERS	8	17.634	115.125	4,544	64	86.6	В
e-Smart Systems Ltd.	8	14.332	42.071	7,347	61	84.5	В
Samvaad Computers	8	0.178	2.161	2,731	23	71.1	C-
NambusTech	8	0.023	0.000	3,644	17	70.4	C-

Picture 3: Simulation Performance Window of Universe B of the instructor

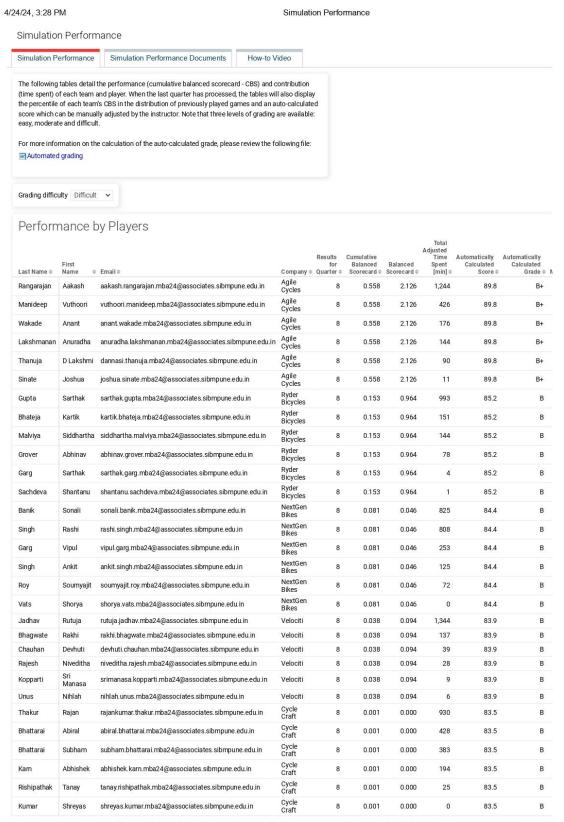


4/24/24, 3:27 PM

Last Name \$	First Name \$	Email ⇔	Company ¢	Results for Quarter \$	Cumulative Balanced Scorecard \$	Balanced Scorecard \$	Total Adjusted Time Spent [min] \$	Automatically Calculated Score \$	Automatically Calculated Grade
Pandey	Rishabh	rishabh.pandey.mba24@associates.sibmpune.edu.in	Trailblazers	8	0.000	0.000	421	77.6	С
Kumar	Shubham	shubham.kumar.mba24@associates.sibmpune.edu.in	Trailblazers	8	0.000	0.000	232	77.6	С
Vaidya	Pooja	pooja.vaidya.mba24@associates.sibmpune.edu.in	Trailblazers	8	0.000	0.000	171	77.6	С

Performan	ce by i	eams					
Company	Results for Quarter	Cumulative Balanced Scorecard	Balanced Scorecard	Total Adjusted Time Spent [min]	Percentile	Automatically Calculated Score	Automatically Calculated Grade
ApexCarbon	8	2.734	15.669	2,714	66	95.3	A
VelocityVibe	8	1.190	1.732	3,386	52	91.4	A
Groove Gears	8	0.668	6.283	1,384	42	89.0	B+
AeroGlide Wheels	8	0.254	1.729	2,188	31	84.5	E
EconoCarbon Bikes	8	0.000	0.000	784	12	77.6	(
Trailblazers	8	0.000	0.000	2,485	12	77.6	(

Picture 4: Simulation Performance Window of Universe C of the instructor



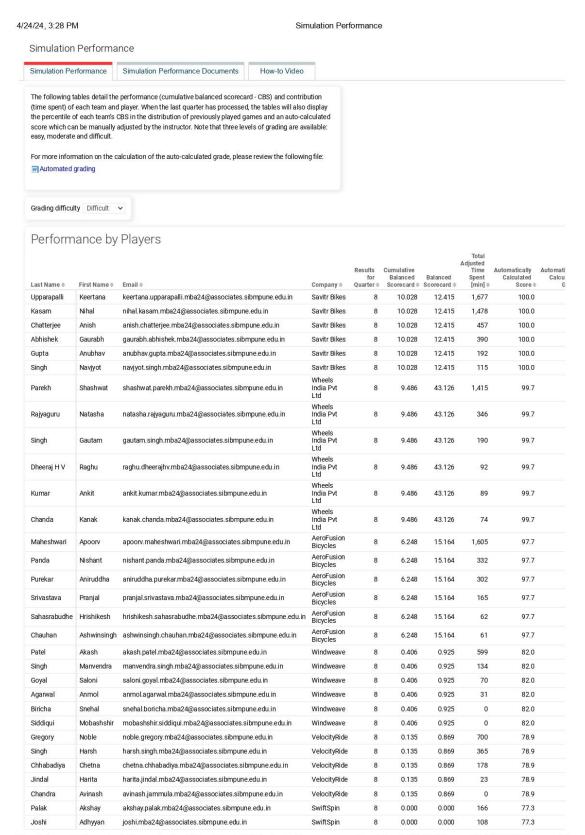
1/2

4/24/24, 3:28 PM

,			Ommanda						
Last Name \$	First Name	⊙ Email ⊝	Company ¢	Results for Quarter \$	Cumulative Balanced Scorecard \$	Balanced Scorecard ¢	Total Adjusted Time Spent [min] \$	Automatically Calculated Score \$	Automatically Calculated Grade \$
Ranpariya	Parth	parth.ranpariya.mba24@associates.sibmpune.edu.in	PASY	8	0.000	0.000	1,338	79.5	C+
Andrade	Nikhail	nikhail.andrade.mba24@associates.sibmpune.edu.in	PASY	8	0.000	0.000	455	79.5	C+
Chauhan	Isha	isha.chauhan.mba24@associates.sibmpune.edu.in	PASY	8	0.000	0.000	82	79.5	C+
Sharma	Vaadini	vaadini.sharma.mba24@associates.sibmpune.edu.in	PASY	8	0.000	0.000	10	79.5	C+
Mukherjee	Shreya	shreya.mukherjee.mba24@associates.sibmpune.edu.in	PASY	8	0.000	0.000	0	79.5	C+
Vajpei	Kshitij	kshitij.vajpei.mba24@associates.sibmpune.edu.in	PASY	8	0.000	0.000	0	79.5	C+

renonn	ance b	y Team	15				
Company	Results for Quarter	Cumulative Balanced Scorecard	Balanced Scorecard	Total Adjusted Time Spent [min]	Percentile	Automatically Calculated Score	Automatically Calculated Grade
Agile Cycles	8	0.558	2.126	2,091	40	89.8	B+
Ryder Bicycles	8	0.153	0.964	1,372	27	85.2	E
NextGen Bikes	8	0.081	0.046	2,084	23	84.4	Е
Velociti	8	0.038	0.094	1,563	19	83.9	В
Cycle Craft	8	0.001	0.000	1,960	12	83.5	В
PASY	8	0.000	0.000	1.884	12	79.5	C+

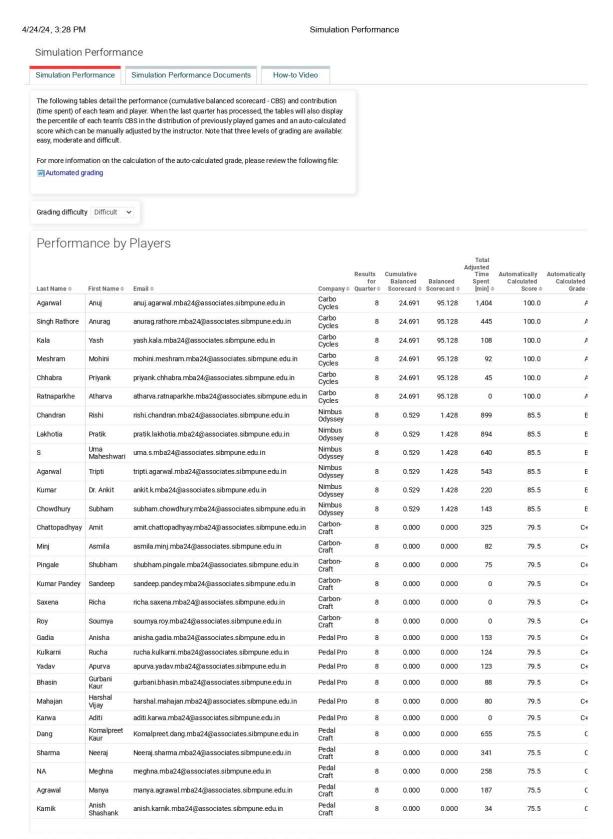
Picture 5: Simulation Performance Window of Universe D of the instructor



Last Name ¢	First Name \$	Email φ	Company ¢	Results for Quarter \$	Cumulative Balanced Scorecard \$	Balanced Scorecard \$	Total Adjusted Time Spent [min] \$	Automatically Calculated Score \$	Automati Calcu G
Kapoor	Kartik	kartik.kapoor.mba24@associates.sibmpune.edu.in	SwiftSpin	8	0.000	0.000	65	77.3	
Dandona	Jatin	jatin.dandona.mba24@associates.sibmpune.edu.in	SwiftSpin	8	0.000	0.000	43	77.3	
Deshmukh	Kuhoo	kuhoo.deshmukh.mba24@associates.sibmpune.edu.in	SwiftSpin	8	0.000	0.000	15	77.3	
Nanda	Aditya	aditya.nanda.mba24@associates.sibmpune.edu.in	SwiftSpin	8	0.000	0.000	0	77.3	

Performand	ce by T	eams					
Company	Results for Quarter	Cumulative Balanced Scorecard	Balanced Scorecard	Total Adjusted Time Spent [min]	Percentile	Automatically Calculated Score	Automatically Calculated Grade
Savitr Bikes	8	10.028	12.415	4,309	89	100.0	A
Wheels India Pvt Ltd	8	9.486	43.126	2,206	88	99.7	Α
AeroFusion Bicycles	8	6.248	15.164	2,527	80	97.7	Α
Windweave	8	0.406	0.925	835	35	82.0	В
VelocityRide	8	0.135	0.869	1,266	26	78.9	C+
SwiftSpin	8	0.000	0.000	396	12	77.3	С

Picture 6: Simulation Performance Window of Universe E of the instructor

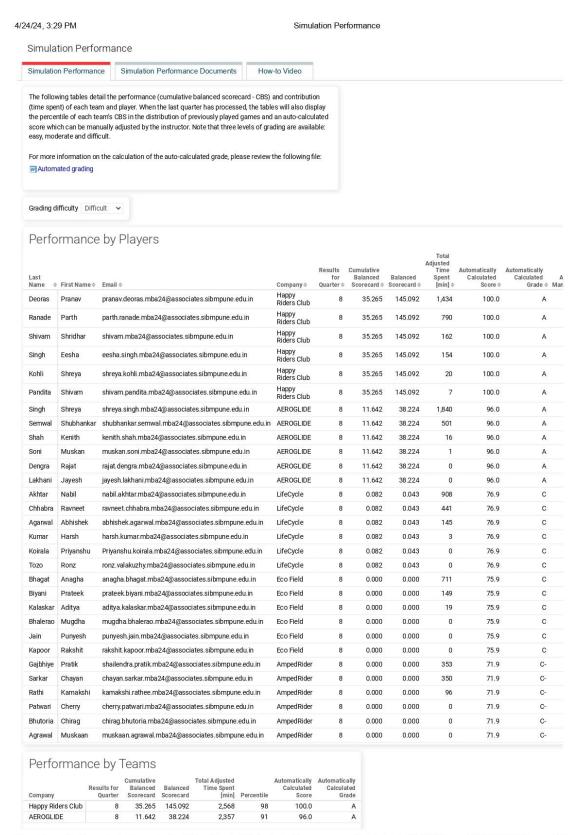


4/24/24, 3:28 PM

Last Name \$	First Name \$	Email ⊕	Company \$	Results for Quarter \$	Cumulative Balanced Scorecard \$	Balanced Scorecard \$	Total Adjusted Time Spent [min] \$	Automatically Calculated Score \$	Automatical Calculate Grad
Shajikumar	Asher	asher.shajikumar.mba24@associates.sibmpune.edu.in	Pedal Craft	8	0.000	0.000	7	75.5	
Daosong	Nangthiseng	nangthiseng.daosong.mba24@associates.sibmpune.edu.in	Hot Wheels	8	0.000	0.000	580	75.5	
Singh	Agrima	agrima.singh.mba24@associates.sibmpune.edu.in	Hot Wheels	8	0.000	0.000	302	75.5	
Chittlangia	Muskaan	muskaan. chittlangia. mba 24@associates. sibmpune. edu. in	Hot Wheels	8	0.000	0.000	271	75.5	
Goel	Rupali	rupali.goel.mba24@associates.sibmpune.edu.in	Hot Wheels	8	0.000	0.000	193	75.5	
Todi	Ishika	ishika.todi.mba24@associates.sibmpune.edu.in	Hot Wheels	8	0.000	0.000	173	75.5	
Mishra	Mayank	mayank.mishra.mba24@associates.sibmpune.edu.in	Hot Wheels	8	0.000	0.000	144	75.5	

Performa	rice by	Carri	2				
Company	Results for Quarter	Cumulative Balanced Scorecard	Balanced Scorecard	Total Adjusted Time Spent [min]	Percentile	Automatically Calculated Score	Automaticall Calculate Grade
Carbo Cycles	8	24.691	95.128	2,094	97	100.0	,
Nimbus Odyssey	8	0.529	1.428	3,339	39	85.5	1
Carbon-Craft	8	0.000	0.000	482	12	79.5	C
Pedal Pro	8	0.000	0.000	568	12	79.5	C
Pedal Craft	8	0.000	0.000	1,480	12	75.5	
Hot Wheels	8	0.000	0.000	1,662	12	75.5	(

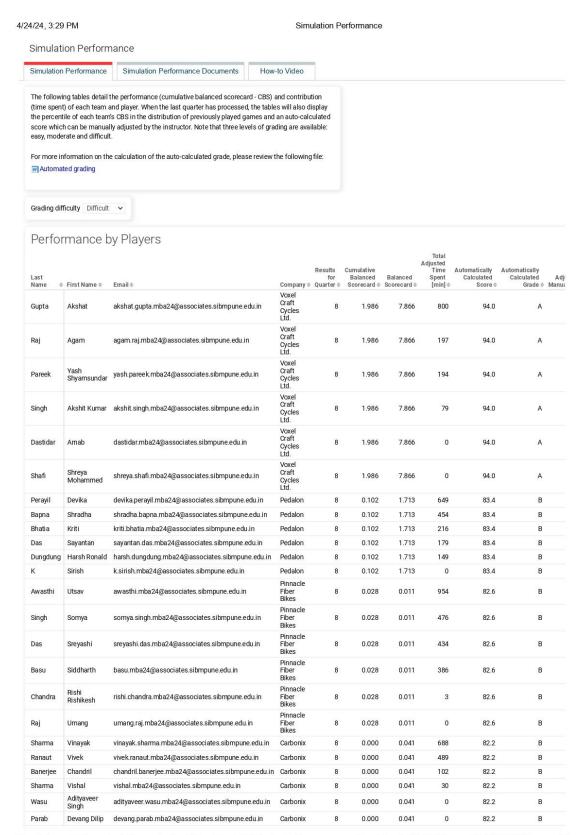
Picture 7: Simulation Performance Window of Universe F of the instructor



4/24/24, 3:29 PM

		Cumulative		Total Adjusted		Automatically	Automatically
Company	Results for Quarter	Balanced Scorecard	Balanced Scorecard	Time Spent [min]	Percentile	Calculated Score	Calculated Grade
LifeCycle	8	0.082	0.043	1,497	23	76.9	С
Eco Field	8	0.000	0.000	878	12	75.9	С
AmpedRider	8	0.000	0.000	799	12	71.9	C-

Picture 8: Simulation Performance Window of Universe G of the instructor



Last Name	♦ First Name ♦	Email ≎	Company ¢	Results for Quarter \$	Cumulative Balanced Scorecard \$	Balanced Scorecard \$	Total Adjusted Time Spent [min] \$	Automatically Calculated Score \$	Automatically Calculated Grade \$	Adj Manua
Attivilli	Manoj	manoj.venkata.mba24@associates.sibmpune.edu.in	Flyte	8	0.000	0.000	219	78.2	C+	
Dhar	Abhay	abhay.dhar.mba24@associates.sibmpune.edu.in	Flyte	8	0.000	0.000	147	78.2	C+	
Vustela	Vidhip	vustela.vidhip.mba24@associates.sibmpune.edu.in	Flyte	8	0.000	0.000	137	78.2	C+	
Bhura	Aayush	aayush.bhura.mba24@associates.sibmpune.edu.in	Flyte	8	0.000	0.000	93	78.2	C+	
Purohit	Hetvi	Hetvi.purohit.mba24@associates.sibmpune.edu.in	Flyte	8	0.000	0.000	54	78.2	C+	
Rungta	Anushree Manoj	anushree.rungta.mba24@associates.sibmpune.edu.in	Flyte	8	0.000	0.000	49	78.2	C+	

Performance	e by Tea	ams					
Company	Results for Quarter	Cumulative Balanced Scorecard	Balanced Scorecard	Total Adjusted Time Spent [min]	Percentile	Automatically Calculated Score	Automatically Calculated Grade
Voxel Craft Cycles Ltd.	8	1.986	7.866	1,269	61	94.0	А
Pedalon	8	0.102	1.713	1,647	24	83.4	В
Pinnacle Fiber Bikes	8	0.028	0.011	2,252	18	82.6	В
Carbonix	8	0.000	0.041	1,309	12	82.2	В
Flyte	8	0.000	0.000	700	12	78.2	C+

Case-based Pedagogy

Case Requisition form of the instructor



Sold To (if different from Bill To)

Name	Dr. R Raman
Institution	SIBM-P
Phone	020 39116003/6000
Email	director@sibmpune.edu.in

Bill To

DIII 10	
Purchase Order Number	
HBSP Account Number (if	
available)	
Name	Dr. R Raman
-Title	Director
Department	Academic
Phone	020 39116003/6000
Email	director@sibmpune.edu.in
Address 1	Symbiosis Knowledge Village,Lavale
Address 2	Tal. Mulshi
City	Pune
State/Province	Maharashtra
Zip (if US or Canada)	412115
Country	India

Usage Information

esage into mation	
Program/Course Name	MBA
Course Level (Undergrad, Grad, MBA, Exec Ed,	MBA
etc.)	
Instructor/Speaker(s)	Dr. Shailesh Rastogi
Start Date for Materials Availability	10-11-2022
(mm/dd/yyyy)	
End Date for Materials Availability	15-03-2023
(mm/dd/yyyy)	
Enrollment Number/Number of Participants	50

Product Information

Product	Product Title	Author(s)
Number		8V 50
215047-PDF-	The valuation and financing of Lady	MIHIR A. DESAI
ENG	M Confections	ELIZABETH A. MEYER
4263-PDF-ENG	Valuation of Air Thread Connections	ERIK STAFFORD



		JOEL L. HEILPRIN
201096-PDF-	Vodafone Air Touch's Bid for	SIMI KEDIA
ENG	Mannesmann	
807095-PDF-	Motilal Oswal Financial Services	FELDA HARDYMON
ENG	Ltd.: An IPO in India	JOSHUA LERNER
		ANN LEAMON
208137-PDF-	SKS Microfinance	SHAWN COLE
ENG	Annual Control of the	THERESA CHEN

ICT (Information and communication technology)

An experiential learning module has been designed to assess the student's proficiency in utilising **SAP modules** to effectively solve intricate and multifaceted business problems. The module aims to evaluate the student's grasp of SAP concepts and their practical application in real-world business scenarios.

Set I

ERP – HCM Lab Paper

Marks: 30

Time: 1.30 hours

Activity I: Make another department under ### Marketing Department named, 'Digital Marketing' (Do this in your existing Star Wagon Organizational Structure). Create a position Digital Marketing Manager under it.

(5 Marks)

Activity II: Hire an employee Mr. Rustom Kataria as a Digital Marketing Manager. **Keep the structure screen page open for the faculty to check.**

(10 Marks)

Activity III: Use the existing appraisal template and do the appraisal. Let Niklas Huber, Marketing Director do the appraisal of Mr. Rustom Kataria. **Keep the appraisal report page open for the faculty to check.**

(5 Marks)

Activity IV: During Diwali this year, Star Wagon has decided to give a Bonus (M230 Direct Bonus) to each and every employee. Give a Direct Bonus of EUR 500 to Mr. Rustom.

(5 Marks)

Activity V: Goto Time Managers Workplace and send Rustom for a business trip in the last week of the current month for 5 days. **Show the Time managers workplace screen.**

(5 Marks)

Set II

ERP – HCM Lab Paper

Marks: 30

Time: 1.30 hours

Activity I: Make another department under Marketing Department named, 'Advertising and PR' (Do this in your existing Star Wagon Organizational Structure). Create a position Advertising and PR Manager under it. (5 Marks)

Activity II: You advertise for the new position and receive several applications for the position. Hire a suitable candidate from the applicant pool.

- Step 1: Create an Advertisement for the post.
- Step 2: Three people applied for the advertised post. Enter Initial Applicant Data for three applicants that is George _ _ _ , Harry _ _ _ , and Rahim _ _ _ .
- Step 3: The three candidates were called for a Group discussion round and Personal interview.
- Step 4: The result of the interview process was that George was selected, Harry was rejected and Rahim was put on hold.
- Step 5: Transfer the initial applicant data to the action type Hiring by allocating a Personnel number. Enter the remaining infotypes for George.
- Step 6: Put Rahim on hold and Harry as rejected.

Name	Id
Advertisement No	
Applicant	
No.(George)	
Applicant No.(Harry)	
Applicant No.(Rahim)	
Personnel	
No.(George)	

Keep the structure screen page open for the faculty to check. Also keep the applicant status screen open for the faculty to verify. (15 Marks)

Activity III: Use the existing appraisal template and do the appraisal. Let Niklas Huber, Marketing Director do the appraisal of Mr. George. **Keep the appraisal report page open for the faculty to check.** (5 Marks)

Activity IV: Go to Time Managers Workplace and enter overtime for George on coming Monday that is 8th September, 2018 between 5 pm to 7 pm. **Show the Time managers workplace screen.** (5 Marks)

Set III

ERP – HCM Lab Paper

Marks: 30

Time: 1.5 hour

Activity I: Make another department under Marketing Department named, 'Advertising and PR' (Do this in your existing Star Wagon Organizational Structure). Create a position 'Advertising and PR Manager' under it. (Marks: 5)

Activity II: Hire an employee Mr. George as an Advertising and PR Manager. Keep the structure screen page open for the faculty to check. (Marks: 10)

Activity III Qualification and Profile Match Up

George is a new employee in the organization and therefore the company follows a policy of doing a profile match for the new recruits so that the organization can pen down what the organization expects from the employee and what are the exact skill sets of the candidate. In case of gaps appropriate action can be taken in terms of either sending the person for a training program, job rotation, mentoring program, etc.

Step 1 : Create following Qualification Group and Qualification.

Qualification Group	Qualification	Scale/Proficiency	
	Interpersonal Skills	3 Point Scale	
Skills	Managerial Skills	3 Point Scale	
	Presentation Skills	3 Point Scale	
Language Group	English	Language Scale(HR Training)	
	German	Language Scale(HR Training)	
Academic Qualification	MBA – Finance	Mark Scale	
	MBA-Marketing	Mark Scale	
	MBA- HR	Mark Scale	
Work experience	Work Experience	Number of years	

Step 2: Enter the below mentioned requirements for the positions HR Training and Development Manager

Position	Qualifications	Proficiency
	Interpersonal Skills	Excellent
Advertising	Presentation Skills	Excellent
and PR Manager	MBA-Marketing	>75%
Manager	English	Fluent
	Work Experience	4 years

Step 3: Enter the below mentioned qualifications of George__

Employee	Qualifications	Proficiency
	Interpersonal Skills	Excellent
	Presentation Skills	Average
George	MBA – Marketing	65
	English	Fluent
	Work Experience	10 yrs

Step 4 : Display profile match up of George_ _ _ v/s Advertising and PR Manager position.

(Marks: 15)