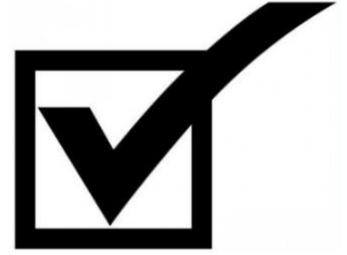




**BUSINESS
PROFESSIONALS**
of **AMERICA**
Giving Purpose to Potential



HUMAN RESOURCE MANAGEMENT

(535)

REGIONAL 2023

FINAL

Preparation Time: 20 minutes

GENERAL GUIDELINES:

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

1. Contestant must hand in this test booklet and all printouts if any.
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 (handwritten, photocopied, or keyed) are allowed in the testing area.
3. Electronic devices will be monitored according to ACT standards.

DESCRIPTION:

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

REGIONAL FINAL KEY SCENARIO:

Cody's new boss at Digital Solutions has started a new teambuilding initiative that includes optional social time after hours. Cody, who is normally socially awkward, attends these events as a way to force himself to interact and develop a better relationship with his coworkers. Because of his obvious shyness, one of Cody's more outgoing coworkers nicknamed him "the mouse." Cody doesn't like this since he is working hard to overcome, but everyone at the office has begun referring to him by his new nickname. Cody just stops responding in hopes that they will stop, but instead, they just say it louder and more often. This causes Cody to withdraw and stop attending the after-hours gatherings. Cody no longer feels comfortable in his workplace and is not able to perform his job with confidence. He decides to leave the company but doesn't feel comfortable giving a reason when he submits his notice to the human resources department.

As the Human Resources Manager, how would you handle this situation? In your solution, include recommendations using 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*

- What You Can Expect From Digital Solutions – page 7
- Harassment Policy – page 11
- What Is Harassment – page 11
- Reporting – page 12
- Standards of Conduct – page 12
- Unacceptable Activities – page 12