

HR IN THE GAME



**STRATEGIC ALIGNMENT OF
HR WITH OPERATIONS**



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HR in the GAME is a strategic business management simulation in which HR strategies are used in harmony with integrated business strategy and operations. The simulation is designed to teach participants to perceive basic HR strategies within the big picture.

Besides determining permanent staff levels and revising these depending on conditions, and making recruitment and dismissal decisions for employees in both supply- and demand-side positions, participants create training plans in line with internal and external customer expectations and with company strategy, and support these strategies with salary-bonus management policies. In the simulation, in which the effect of employee competence and motivation on work outcomes can be observed and strategies can be revised accordingly, non-HR strategic decisions are also made: pricing for different product groups, decisions related with operations management, capacity investments, and quality and productivity investments.

The basis of these decisions is that HR decisions and customer expectations should be in parallel. During the simulation, all rival teams each consist of two sub-teams. While one of the sub-teams makes decisions related to HR, the other makes the remaining strategic decisions. Virtual rotation between the sub-teams is applied during the game. In this way, all participants get the chance to see as a whole how other departments influence HR performance and how HR practices affect other departments. To make sustainable profits in the simulation, HR strategies have to be compatible with financial situation, market conditions and operations.