



THE MINISTRY OF SCIENCE AND HIGHER EDUCATION OF THE RUSSIAN FEDERATION
Federal State Budgetary Educational Institution of Higher Education
"Ural State University of Economics"
(USUE)



«APPROVED»
Rector USUE

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REGULATIONS

for the competition of employers' cases «HR development»

Yekaterinburg

2023

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1. General Regulations

1.1. This Regulation (hereinafter referred to as the Regulation) regulates the procedure for organizing and conducting the Competition of Employers' Cases "HR development" (hereinafter referred to as the Competition).

1.2. The competition is a project implemented by USUE together with professional communities: the employers' club "HR-mnenie" and the Association of Managers and Specialists in Human Resource Management.

The competition is held within the framework of the Congress of Management and Law of the Eurasian Economic Forum of the Youth (hereinafter EEYF). The Internet address of the EEYF website www.eurasia-forum.ru.

1.3. The organizers of the Competition:

- Department of Labor Economics and Personnel Management, Ural State University of Economics (USUE),
- employers' Club "HR-mnenie",
- Sverdlovsk regional public organization "Association of Managers and Specialists in Human Resource Management"


1.4. Partners of the competition:

- Council for Professional Qualifications in the Field of Personnel Management,
- Institute of Economics of the Ural Branch of the Russian Academy of Sciences (Institute of Economics of the Ural Branch of the Russian Academy of Sciences),
- Ural Branch of the Free Economic Society of Russia,
- The Sverdlovsk Regional Union of Industrialists and Entrepreneurs,
- enterprises and organizations whose representatives are members of the employers' club "HR-mnenie", as well as , enterprises and organizations whose representatives are members of the HR-mnenie Employers' Club, as well as the Association of Managers and Specialists in Human Resource Management

1.5. The purpose of the competition is to create a tool to improve the quality of interaction between promising HR specialists and their future employers.

2. Directions of the Competition

The competition is aimed at developing professional competencies among young professionals, as well as helping young HR find their future employers from among the most promising companies.

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The employers-partners of the competition will offer cases, the topics of which are aimed at solving applied problems in the field of human resource management and labor economics, including in the following areas: modern technologies in personnel selection, personnel adaptation, creation of incentive systems, staff efficiency improvement, optimization of personnel costs, formation of internal corporate communications, organization of work with talents, etc.

3. Conditions of participation in the Competition

3.1. Students, postgraduates, young HR specialists of enterprises and organizations under the age of 35 (hereinafter referred to as Participants) are invited to participate in the Competition.

3.2. Case solutions are sent to the Competition from individual authors.

3.3. One participant has the right to submit only one work to the Competition.

3.4. There is no registration fee for participation in the competition. The costs of accommodation of nonresident participants, meals and transportation costs for participation in the full-time stage of the competition are paid by the participants themselves, or by sending organizations.

4. Stages and dates of the Competition

4.1. The final dates of the Competition, as well as its main stages, are established by the order of the Rector of the Ural State University of Economics and are posted on the Competition page of the EEFY website.

4.2. The competition is held in three stages.

4.2.1. The first stage:

4.2.1.1. Registration of the application for participation in the competition.


4.2.1.2. Sending the case to the registered participant of the .

4.2.1.3. Acceptance and registration of competitive papers (case solutions); verification of for compliance with the requirements submitted to the .

The first stage is held by the organizing committee of the Competition within the time limits set by the Directorate of the Eurasian Economic Youth Forum.

4.2.2. The second stage is (qualifying) examination of competitive (case solutions) registered and admitted to the Competition based on the results of the first stage; determination of the finalists of the Competition.

The examination of competitive is carried out by the expert commission of the Competition, lists of Participants who have passed to the final of the Competition are formed. The lists of finalists are

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published on the Competition page of the website. Informational letters are being sent to the ants about entering the final round of the Competition.

The authors of the 15 best papers (possibly expanding the list of finalists by the decision of the expert commission) are invited to defend the case solution in person and participate in the final events of the . If it is impossible to participate in the face-to-face format, in agreement with the Organizing Committee of the competition, a remote format of protection is possible.

4.2.3. The third stage is the (final) defense of the entries (case solutions) of the finalists; determination of the winners and prize-winners of the Competition.

The third stage is held between the finalists of the Competition by face-to-face public defense of the competitive .

4.3. According to the results of the Competition, a collection of abstracts of the finalists' is published (at the request of the participants of the competition and if there are abstracts of). The collection is published in the form of the corresponding chapter of the annual collection of EEFY materials no later than 3 months after the Competition. The collection of EEFY materials is published in the RSCI and on the USUE and EEFY websites.

5. Requirements for submitted documentation and rules for registration of competitive

5.1. The are submitted to the organizing Committee of the Competition in electronic form through a special registration form on the website www.eurasia-forum.ru .

5.2.To participate in the Competition, the following set of documents must be submitted:

1) the author's application for participation in the Competition (Appendix 1) is submitted by filling out the registration form of the participant on the EEFY website;

2) the competitive work (with the title page, according to Appendix 2) is sent to the organizers (coordinators) of the competition at the published corporate email addresses after registration, receipt of the material with the competitive tasks (cases), selection and solution of one of the proposed options.

5.3. All documents are submitted in a single package within the time specified on the EEFY website.

5.4. The competitive work must meet the following requirements:

1) the work must contain a solution to a specific case that meets the criteria described in section 6 of the Regulations;



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2) it is recommended to have reference material: links to sources from which quotations are used, numerical data in the text, tables, graphs, diagrams;

3) the work should be framed in one of the following images:

- * a file in the format *.doc, *.docx or *.rtf, the name of the file must contain the surname of the author. Font Times New Roman, size - 14 pt, line spacing 1.5. All margins are 20 mm. The text is aligned in width without hyphenation. All charts and tables should be inserted into the text. Paragraph indentation – 1.25. The orientation of the sheet is bookish.
- * file in *.ppt or *.pptx format, i.e. prepared presentation. Font size is at least 20 pt. The selected color composition should be read and perceived in conditions of exposure to the screen or canvas (in the case of reproduction through a projector) by sunlight. The orientation of the sheet is landscape.

Typical structure of the work: introduction; case solution; conclusion and references.

5.5. Abstracts reflecting the general idea of the work can be prepared for the work (solving the case). Abstracts are drawn up as follows: line spacing 1.5 on A4 sheets, Times New Roman font, size - 14 pt, margins - 20 mm on each side. The volume of abstracts is no more than 3 pages. The structure of the abstracts must include: authorship, title and keywords (no more than 5 positions), introduction (reflecting the main goals, objectives and relevance of the work), the main part (can be divided into sub-paragraphs), conclusion (conclusions, discussion, plans for future research).


6. The procedure for conducting the Competition and criteria for evaluating

6.1. At the first stage of the Competition, the organizing committee admits (case solutions) for further expert evaluation according to the requirements specified in section 5 of the Regulations.

6.2. During the second (qualifying) stage, the members of the expert commission of the Competition conduct an examination of the entries of the participants and determine 15 (fifteen) finalists of the Competition.

The competitive work at the second (qualifying) stage must meet the following main criteria:

- 1) logical and literate presentation;
- 2) economic validity of the proposed solutions (parts of the proposed solutions);
- 3) the practical significance of the research results, the possibility of implementing the proposed solution, applicability for real business.

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The lists of finalists are published on the page. Informational letters about reaching the final are sent to the finalists.

6.3. Criteria for evaluating participants during the face-to-face defense of the work at the third (final) stage.

1) The solution of the case should:

- contain a step-by-step description of the process of solving the task with deadlines and resources involved. A conditional description of resources is allowed, but calculations must be submitted justifying the amount of necessary resources, according to the participant of the competition;
- include the arguments necessary to defend the project before the expert commission, and work with the risks of the project, including a description of weaknesses, possible counterarguments and answers to them;
- use analytical approaches when preparing a solution, including a benchmarking approach based on comparing the proposed solution with solving similar problems in real business;
- have the practical significance of the research results, the possibility of implementing the proposed solution, applicability for real business.

2) Also, during the face-to-face defense of the project, the expert commission will take into account the quality of the presented presentation and the direct protection of the ant (answers to experts' questions).

6.4. If the winners and prize-winners of the Competition have the same number of points scored (equal), the decision to determine the winners and prize-winners is made by the expert commission of the Competition.

7. Competition Management

7.1. The Competition is managed by the Directorate of the EEFY and the organizing Committee of the Competition.

7.2. To organize and conduct the competition, an organizing committee is formed, approved by the order of the rector of USUE. The organizing committee consists of:

- Chairman of the EEFY Organizing Committee;
- Co-Chairman of the EEFY Organizing Committee;
- scientific director of the Competition;
- Competition Coordinator(s);
- chairman and members of the expert commission of the Competition;



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- representatives of partner organizations of the Competition,
- the secretary of the Competition.

7.2.1. Chairman of the Organizing Committee:

– approves the Regulations on the Competition, signs the order on the conduct of the Competition and the composition of the organizing committee of the Competition, the order on the composition of the expert commission of the Competition;

- performs general management of the organization and conduct of EEFY events.

7.2.2. Co-Chairman of the Organizing Committee:

– carries out direct management of the organization and conduct of the EEFY, within the framework of which the Competition is held, together with the scientific director of the Competition, forms the composition of the expert commission of the Competition.


7.3. An expert commission of the Competition is created to carry out the examination of the . The Chairman of the expert commission is the Director of the EEFY Congress, in which the competition is held. The expert commission consists of highly qualified leading specialists from among the organizers of the EEFY, as well as invited experts. More than half of the members of the expert commission must be representatives of third-party organizations. The decisions of the expert commission are recorded, the minutes are signed by the chairman, secretary and members of the expert commission (Annexes 3, 4).

7.4. Scientific director of the Competition:

- prepares draft Regulations on the Competition, prepares amendments and additions to it;
- is the co-chairman of the expert commission of the Competition; selects the composition of the expert commission of the Competition.

7.5. The coordinator of the Competition, together with his assistant and the working group:

- ensures the invitation of the members of the expert commission of the Competition;
- sends out informational letters about the Competition to universities of the Russian Federation and other countries, no later than 2 months before the final stage;
- organizes registration and verification of the received papers according to the established requirements,
- sends the to the members of the expert commission for evaluation;
- sends out informational letters notifying the participants of the exit to the third round of the Competition, no later than 10 days before the final stage;
- organizes the finals and the work of the expert commission of the Competition;

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- organizes the registration of diplomas, certificates and awarding of winners and prize-winners of the Competition;
- organizes the collection of abstracts of the finalists of the Competition and their transfer to the USUE Publishing House for inclusion in the collection of materials of the ;
- organizes the collection of documents necessary for the transfer of cash prizes to the winners and prize-winners of the Competition;
- draws up a report on the conduct of the Competition.

7.6. Information about the composition of the organizing committee and the expert commission of the Competition is posted annually on the Competition page of the EEFY website.

8. Awarding of winners

8.1. According to the results of the full-time defense of the , the winners and prize-winners of the Competition are determined, they are awarded Diplomas of I, II, III degrees and orders for 1st, 2nd and 3d place, respectively.

The participants who took the 4th and 5th places in the Competition are awarded with Diplomas for the 4th and 5th places, respectively. All participants of the third stage — public protection of projects - receive certificates of finalists of the Competition. Participants who provided solutions, but did not pass to the third stage according to the results of the expert assessment — an electronic certificate of the participant.


8.2. The winners and prize-winners of the Competition are awarded with cash prizes within the prize fund of the Competition, established on the basis of the order of the Rector of USUE and in accordance with the protocol of the expert commission of the Competition.

Cash prizes (including payment of income tax) are transferred by the organizer of the Competition within 1.5 months to the personal accounts of the winners and prize-winners according to the details provided to the coordinator of the Competition, as well as upon timely provision of copies of other requested documents. Cash prizes for foreign participants are issued at the USUE cash desk on the day of the award.

9. Coordinates of the organizing Committee of the Competition

Organizer of the competition: Ural State University of Economics (USUE)

Address: 620144. Yekaterinburg, 8 Marta str./Narodnaya Volya, 62/45 tel.: (343) 283-13-28; (343) 283-11-07; (343) 283-11-11, fax: (343) 283-13-25

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The official website of the organizer: www.usue.ru

The official website of the and the Eurasian Economic Youth Forum (EEFY): www.eurasia-forum.ru

The USUE department responsible for the Competition: Department of Labor Economics and Personnel Management.

The contact details of the coordinators are indicated on the page of the EEFY website.



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Appendix 1

PARTICIPANT'S STATEMENT

Competition of cases from employers "HR development"

I ask you to accept my work for participation in the Competition of employers' cases "HR development". I am reporting the following data about myself:

Participant	Surname	
	Name	
	Middle name	
	Date of birth	
	Place of work/study	
	Position/group, course	
	Faculty	
	Department	
	specialization	
	Адрес (с почтовым индексом)	
	Contact phone number	
	e-mail	
	Topic of work	
Scientific coordinator	Surname	
	Name	
	Middle name	
	Academic degree, title	
	University (organization)	
	Contact phone number	
	e-mail	

* The application is submitted in the form of filling out the registration form of the participant on the specialized website of the EEFY.



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Appendix 2

Competition of employers' cases

«HR Development»

Competitive work

Case title

Author:

(Full name)

Student (graduate student, etc.) _____group, _____ course


Name of the university_____

Name of the position\organization_____

Scientific coordinator (if available) _____

(Full name, academic degree, position)

City_____

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Appendix 3

PROTOCOL OF THE EXPERT COMMISSION MEETING

on determining the finalists of the Employers' Case Study Competition "HR development"

№ _____

Yekaterinburg

№ _____

Composition of the expert commission:

Chairman of the Expert Commission

Full name _____ – job position _____

Co-Chairman of the Expert Commission:

Full name. _____ – job position _____

Members of the expert commission:

Full name _____ – job position _____

Agenda of the Expert commission meeting:

Determination of the finalists of the Competition of employers' cases "HR development" in the framework of the qualifying stage.

According to the results of the first stage of the Competition of employers' cases "HR development", _____ of the participants' were admitted to the expert evaluation.

After evaluating the submitted , the commission decided to bring the following participants to the final:


Table 1 – Finalists of the Competition

№	Full name	Name of the university, organization

Chairman of the Expert Commission

signature

/ Full name.

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Co-Chairman of the Expert Commission:


_____ / Full name
signature

Members of the expert commission:

_____ / Full name
signature

Secretary

_____ / Full name
signature

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Appendix 4

MINUTES OF THE MEETING OF THE EXPERT COMMISSION

on determining the winners and prize-winners of the Employers' Case Study Competition
«HR development»

_____ Yekaterinburg № _____

Composition of the expert commission:

Chairman of the Expert Commission:

Full name _____ – job position _____

Сопредседатель экспертной комиссии:

Full name. _____ – job position _____

Члены экспертной комиссии:

Full name _____ – job position _____

Agenda of the Expert commission meeting:

Determination of winners and prize-winners of the Employers' Case Study Competition "HR development" within the final (final) stage.

According to the results of the qualifying round of the Employers' Case Study Competition "HR development", the following was admitted to the final _____ of the participants.

After evaluating the submitted , the commission decided:

1. Assign the following award documents to each participant of the final (final) Competition:

Table 1 – Award documents of participants

№	Full name	Name of the university, organization	Type of award document, amount of cash prize

2. Recognize the winner

Competition of employers' cases "HR development"

(Full name)



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(title of the paper)

3. To be recognized as a prize-winner (II place)

Competition of employers' cases "HR development"

(Full name)

(title of the paper)

4. To be recognized as a prize-winner (III place)

Competition of employers' cases "HR
development"

(Full name)

(title of the paper)

Chairman of the Expert Commission

signature

/ Full name.

Co-Chairman of the Expert Commission:

signature

/ Full name

Members of the expert commission:

signature

/ Full name

Secretary

signature

/ Full name