



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



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REGULATIONS

For the Employer Case Competition

"HR GROWTH"

Ekaterinburg
2024



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For the Employer Case Competition “HR GROWTH”

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1. General Provisions

1.1. These Regulations (hereinafter referred to as the Regulations) regulate the procedure for organizing and conducting the Employer Case Competition “HR GROWTH” (hereinafter referred to as the Competition).

1.2. The competition is held within the framework of the Congress of Management and Law of the Eurasian Economic Youth Forum (hereinafter referred to as EEYF) and is implemented at the main site of EEYF - at the Ural State University Economics (hereinafter referred to as the USUE site), as well as at foreign/regional sites that have chosen this Competition.

The list of foreign and regional sites that have chosen this Competition is indicated on the Competition page of the EEYF website, as well as on the pages of the foreign/regional sites themselves on the EEYF website.

1.3. Internet address of the EEYF website www.eurasia-forum.ru

1.4. Organizers of the Competition:

- Department of Labor Economics and Personnel Management, Federal State Budgetary Educational Institution of Higher Education "Ural State University Economics" (Ural State University Economics),

- employer club “HR-mnenie”,

- SROO "Association of Managers and Specialists in Human Resource Management".

1.5. Co-organizers of the Competition:

Universities-organizers of foreign and regional EEYF platforms that have chosen this competition for implementation at their sites.

1.6. Competition partners:

- Council for Professional Qualifications in Human Resources Management,

- Institute of Economics of the Ural Branch of the Russian Academy of Sciences (Institute of Economics of the Ural RAS),

- Ural branch of the Free Economic Society of Russia,

- ROO “Sverdlovsk Regional Union of Industrialists and Entrepreneurs”,

- enterprises and organizations whose representatives are members of the employers’ club “HR-mnenie”, as well as the SROO “ARS UCHR”.

1.7. The goal of the competition is to create a tool to improve the quality of interaction between promising HR specialists and their future employers, developing competencies in the development and presentation of business solutions.

2. Directions of the Competition

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

Employer 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 areas of: modern technologies and solutions in selection, adaptation, assessment, certification, personnel development, labor organization and remuneration of personnel, formation and development of corporate social policy, organization of work with talents, formation and organization of internal corporate

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communications, etc.

H. Conditions of participation in the Competition

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

3.2. Case solutions for the Competition are sent from individual authors and teams of up to 3 people.

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. Expenses for accommodation of non-resident participants, food and transportation costs for participation in the full-time stage of the competition are paid by the participants themselves or by sending organizations. The exception is the winners of foreign/regional competition sites.

4. Stages and timing of the Competition

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

4.2. The competition is held in three stages.

4.2.1. **First stage (formative):**

4.2.1.1. Registration of an application for participation in the competition (**until March 20, 2024 inclusive**)

4.2.1.2. Sending a set of cases to a registered Competition participant for selection (in the event that a pool of cases is formed after registration opens).

4.2.1.3. Reception and registration of competitive works (case solutions); checking the work for compliance with the requirements put forward for the work.

The first stage is conducted by the Organizing Committee of the Competition within the time limits established by the Directorate of the Eurasian Economic Youth Forum.

4.2.2. **The second stage (qualifying) (from March 21 to April 1, 2024)** – examination of competitive works (case solutions) registered and admitted to the Competition based on the results of the first stage; determination of the finalists of the Competition.

– **Conducting the qualifying stage at the USUE site**

The examination of competitive works received through the USUE site is carried out by the expert commission of the Competition of the USUE site. The commission selects from 15 to 20 finalists in absentia. The final number of finalists from the USUE site depends on the actual number of finalists from foreign/regional sites of the Competition. Lists of finalists who made it to the finals of the Competition are published on the Competition page of the Congress of Management and Law of the EEYF website.

– **Conducting qualifying stages at foreign/regional competition sites**

The examination of competitive works at the EEYF sites is carried out by expert commissions of foreign/regional Competition sites. Expert commissions select 5-10 best participants in the national/regional round of the Competition. On April 1, 2024, the organizing committee and the expert commission of the foreign/regional site of the Competition will conduct a full-time defense of the selected works and determine the winner and prize-winners of the national/regional round of the Competition.



The winner (first place) of the national/regional round of the Competition becomes a finalist in the international final of the Competition. He is given the opportunity to participate in the finals of the Competition and other final events of the XIV EEYF **on April 23-25, 2024 in person**. Payment for travel and accommodation is provided by the main organizer of the EEYF - USUE.

Participants who took 2nd and 3rd place will be solemnly presented with certificates and memorable gifts at a foreign/regional site on April 25, 2024.

The general list of finalists of the international final of the Competition is formed from the finalists from the USUE site and the winners of foreign/regional sites that have chosen this Competition. The general list of finalists of the Competition is published on the EEYF website, on the Competition page of the Congress of Management and Law **from April 1 to April 10, 2024**

4.2.3. The third stage (final) (April 24-25, 2024) – defense of the competition works (case solutions) of the finalists; determination of winners and prize-winners of the Competition.

The third stage is held between the finalists of the Competition through full-time public defense of competition works. Defense of projects remotely using online communication is carried out by decision of the Organizing Committee of the Competition.

5. Registration of participants, requirements for submitted documentation and rules for registration of competitive works

5.1. Algorithm for registration of participant(s) and submission of competition works:

- 1) the author's statement about participation in the Competition (Appendix 1) - is submitted by filling out the participant's registration form on the EEYF website www.eurasia-forum.ru.
- 2) then the competition coordinator will send a set of cases to the specified address during registration. The participant himself chooses the case that interests him. Prepares a competition paper based on it (case solution);
- 3) Before April 1, 2024, send the competition work to the organizer's email address nazarov_av@usue.ru. Recommended file name: "Case No. - Last Name". Updates to decisions (including those recommended by coordinators) are also subsequently sent to the coordinator by email.

5.2. The competition entry 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;
- 2) It is recommended to have reference material: links to sources from which quotes are used, numerical data in the text, tables, graphs, diagrams;
- 3) the work must be formatted in one of the following images: a file in *.ppt, *.pptx or *.pdf formats (created on the basis of *.ppt(x)), i.e. prepared presentation.

Font size (size) is at least 20 pt. Sans serif fonts are recommended ². The selected color composition must be read and perceived when sunlight hits the screen or canvas (in the case of reproduction through a projector), and have signs of contrast. The information on the slide should be structured. General design - at the participant's choice. Sheet orientation is landscape.



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Typical work structure: introduction; case solution; conclusion; list of sources used.

5.5. The work (case solution) can be supplemented with abstracts reflecting the general idea of the solution. Abstracts are formatted 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 work must include: abstract (at least 4 lines), introduction (reflecting the main goals, objectives, relevance and theoretical basis of the work), main part (can be divided into subparagraphs), conclusion (conclusions, discussion, plans for future research) .

6. Procedure for holding the Competition and criteria for evaluating works

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

6.2. During the second (qualifying) stage, members of the expert commission(s) of the Competition conduct an examination of the participants' competitive works and determine 20 (twenty) finalists of the Competition.

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

- 1) logic and literacy of presentation;
- 2) economic feasibility 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.

Lists of finalists are published on the Competition page. Information letters about reaching the finals are sent to the finalist participants.

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

- 1) The case solution should:
 - contain a step-by-step description of the process of solving a given task with deadlines and resources involved. The description of resources may be conditional, but calculations must be presented to justify the volume of required resources, in the opinion of the competition participant;

² When using fonts not included in the standard package, when submitting work in *.ppt (x) you need to embed them in the presentation file and, when entering the finals, in case of full-time participation, send them to the coordinators (have them with you on one flash drive) along with the presentation.

- 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 the solution of similar problems in real business;

- 2) During the in-person defense of the project, the expert commission will take into account the quality of the presentation and the direct defense of the competitor (answers to questions from experts).



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

6.5. To score works in the “Potential” category, a correction factor is applied (set by the organizers and experts of the competition) in order to reduce the competitive handicap of categories of participants caused by the presence (absence) of practical professional experience. Priority in awarding cash prizes is given to participants in the “Perspective” category in order to stimulate applied research interest in the HR field and HR education.

7. Awarding the winners

7.1. Based on the results of the international final of the Competition, the winners and prize-winners of the Competition are determined. Winners and runners-up are awarded Diplomas of 1st, 2nd, 3rd degree and large orders “Star of Eurasia” for 1st, 2nd, and 3rd place, respectively.

Participants who took 4th and 5th places in the Competition are awarded Certificates for 4th and 5th places, respectively.

All participants of the Competition receive certificates of Competition finalists in electronic form.

7.2. Winners and runners-up (1st, 2nd and 3rd place) of the Competition are awarded cash prizes within the framework of the Competition prize fund, established on the basis of the order of the USUE Rector and in accordance with the protocols of the Expert Commissions of the Competition.

Cash prizes (including payment of income tax) are transferred by the Competition organizer within 1.5 months to the personal accounts of winners and prize-winners using the details provided to the Competition coordinator, subject to the submission of the following documents to the Competition organizer:

- printout from the bank’s personal account: bank details and personal account number for transferring money;
- a copy of the passport page 1, 2 and page with registration;
- a copy of the TIN or a printout of the TIN data from the website.

If the winner or prize-winner of the Competition turns out to be a group of authors (team), the cash prize is divided among all members of the team (team) in equal shares.

Cash prizes for foreign participants participating in the finals in person are issued at the USUE cash desk on the day of the award.

7.3. Participants who take 1st, 2nd and 3rd place at a foreign/regional site are awarded certificates for 1st, 2nd and 3rd place in the national/regional round and small orders “Star of Eurasia”.

7.4. The awarding of all finalists of the Competition will take place as part of the final events of the XIV EEYF on April 25, 2024 simultaneously at the USUE site and at foreign/regional Competition sites using online communication.

8. Management of the Competition on the USUE site

8.1. The Competition is managed by the EEYF Organizing Committee and the Competition Organizing Committee.

8.2. Chairman of the EEYF Organizing Committee - Rector of USUE:



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

- carries out general management of the organization and conduct of EEYF events within the framework of which the Competition is held.

8.3. To organize and conduct the Competition, an organizing committee of the Competition is formed, consisting of:

- scientific director of the Competition;
- Competition coordinator;
- members of the expert committee of the Competition;
- representatives of organizations - partners of the Competition,
- Secretary(s) of the Competition.

8.4. Scientific director of the Competition:

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

8.5. Competition Coordinator:

- ensures the invitation of members of the Expert Commission of the Competition;
- organizes the distribution of information letters to educational, research and scientific organizations of the Russian Federation and Eurasian countries;
- organizes registration (through the registration system of the EEYF website) and verification of compliance of received competition documents with established requirements, sends competition works to members of expert commissions for evaluation;
- organizes and monitors the progress of the Competition;
- organizes the work of the expert commission during the international finals of the Competition;
- organizes the registration of diplomas, certificates and awarding of the winners and prize-winners of the Competition;
- organizes the collection of abstracts of competitive works of the Competition finalists and their transfer to the USUE Publishing House for inclusion in the collection of EEYF materials;
- organizes the collection of necessary documents for issuing cash prizes to the winners and prize-winners of the Competition;
- draws up a report on the Competition.

8.6. An expert commission of the Competition is created to conduct an expert assessment of competitive works.

The Chairman of the Expert Commission of the Competition is the Director of the EEYF Congress, where the competition is taking place. The co-chairman of the Expert Committee of the Competition is the scientific director of the Competition. The expert commission includes highly qualified pedagogical and scientific workers, leading specialists from among the organizers of the EEYF, as well as invited experts. More than half of the members of the expert commission must be representatives of third-party organizations. Decisions of the expert commission are made by open voting, by a simple majority of votes of the members of the expert commission present, minutes are recorded, the minutes are signed by the chairman, secretary and members of the expert commission (Appendices 3, 5).

Information on the composition of the organizing committee and expert commissions of the Competition is published annually on the Competition page of the EEYF website.

9. Management of the Competition at foreign/regional sites of the EEYF



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9.1. The Competition is managed by the organizing committee of the foreign/regional EEYF site and the organizing committee of the Competition of the EEYF site.

9.2. The organizing committee of the EEYF Competition includes:

- Competition coordinator;
- an expert commission of the Competition consisting of at least 3 people from among highly qualified teaching and research workers of the university organizing the site, as well as invited experts.

- Secretary of the Competition.

9.3. Competition Coordinator:

- ensures the invitation of members of the expert commissions of the Competition;
- organizes the distribution of information letters to educational, research and scientific organizations in their country or region of Russia;
- organizes registration (through the registration system of the EEYF website) and verification of compliance of received competition documents with established requirements, sends competition works to members of expert commissions for evaluation;
- organizes the work of expert commissions during the qualifying round of the Competition;
- together with the organizing committee of the USUE site, organizes the departure of the winner of the qualifying round of the Competition to USUE to participate in the international final of the Competition (1st place), as well as remote participation of the finalists who took 2nd and 3rd place in the final of the Competition using online communication ;
- organizes the transfer of the thesis of the Competition winner's work to the Competition coordinator of the USUE site for inclusion in the collection of EEYF materials.

9.4. To conduct an expert assessment of the competition entries, an expert commission is created at the foreign/regional site of the Competition.

The composition of the expert foreign/regional commission of the Competition is approved by the organizing committee of the foreign/regional site. The expert commission includes highly qualified teaching and research workers, leading specialists from among the organizers of the EEYF site, as well as invited experts, including, by agreement, the scientific director of the Competition.

Decisions by the expert commission are made by open voting, by a simple majority of votes of the members of the expert commission present, minutes are recorded, the minutes are signed by the chairman, secretary and members of the expert commission (Appendix 4).

10. Coordinates of the Organizing Committee of the Competition

10.1. Competition organizer: Federal State Budgetary Educational Institution of Higher Education "Ural State University Economics" (Ural State University Economics)

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

Official website of the organizer: www.usue.ru

Official website of the Competition and the Eurasian Economic Youth Forum (EEYF): www.eurasia-forum.ru

USUE division responsible for holding the Competition: Department of Labor Economics and Personnel Management.



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Contact details of the Competition coordinators are indicated on the Competition page of the EEYF website.

10.2. Co-organizers of the Competition: Universities-organizers of foreign and regional sites of the EEYF, which have chosen this competition for implementation at their sites. The list of foreign and regional sites that have chosen this Competition is indicated on the Competition page of the EEYF website, in the Congress of Management and Law section, as well as on the pages of the foreign/regional Sites themselves on the EEYF website.

Contact details of the coordinators of foreign/regional sites of the Competition are indicated on the pages of foreign/regional sites of the EEYF website.



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Appendix 1

PARTICIPANT APPLICATION

Case competition from employers “HR GROWTH”

Please accept my work for participation in the “HR GROWTH” Employer Case Competition. I provide the following information about myself:

Participant	Surname	
	Name	
	Surname	
	Date of Birth	
	Country (citizenship)	
	City of study	
	contact number	
	e-mail	
	Place of study/work	
	Course/group/position	
	Institute/faculty	
	Direction/profile of training	
	Topic/team name	
Scientific director	FULL NAME.	
	Academic degree, title	
	University/Organization	
	Department	
	contact number	
	e-mail	

The application is submitted in the form of filling out the participant’s registration form on the specialized website of the EEYF

If the work is prepared by a team of authors, one of the authors is registered as a “team captain” and attaches a file from the competition work and a file with the abstract of the work to the participant’s registration form. The remaining authors of the work are registered as a “team member”; to complete the registration, they attach a file with the topic of the work and a list of authors; the second file may be empty.



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Appendix 2

Employer case competition

"HR GROWTH"

Competition work

Case name

Author:

(full full name)

Student (graduate student, etc.) _____group, _____course

Name of university_____

Name of position/organization_____

Scientific supervisor (if available)_____

(full name, academic degree, position)

City_____

Year

PROTOCOL OF THE MEETING OF THE EXPERT COMMISSION
on determining the finalists of the Employer Case Competition “HR GROWTH”

Site USUE
04/01/2024 No. 1
 Ekaterinburg

Composition of the expert commission:

Chairman of the expert commission:

FULL NAME. - job title

Members of the expert commission:

FULL NAME. - job title

Secretary of the expert commission:

FULL NAME. - job title

Agenda for the meeting of the expert commission:

Determination of the finalists of the Employer Case Competition “HR GROWTH” from the USUE site.

Based on the results of the first stage of the “HR GROWTH” employer case competition, _____ of the participants’ works were accepted for expert evaluation.

Having assessed the submitted works, the commission decided to bring them to the finals the following participants:

Table 1 – Finalists of the Competition

No.	Full Name	Name of the university, organizations

Chairman of the expert commission

Signature / FULL NAME.

Members of the expert commission

Signature / FULL NAME.

Secretary of the expert commission

Signature / FULL NAME.



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Appendix 4

PROTOCOL OF THE MEETING OF THE EXPERT COMMISSION
on determining the winners and prize-winners of the national/regional tour
Employer case competition "HR GROWTH"

(name of foreign/regional Competition site)

___ 04/01/2024 ___ No. ___ 1 ___

G. _____

Composition of the expert commission:

Chairman of the expert commission:

FULL NAME. - job title

Members of the expert commission:

FULL NAME. - job title

Agenda for the meeting of the expert commission:

Determination of the winners and prize-winners of the national/regional round of the Employer Case Competition "HR GROWTH" of the _____ platform.

Based on the results of the first stage of the foreign/regional round of the Competition, _____ projects of participants were admitted to expert evaluation at the _____ site.

Having assessed the submitted works, the commission decided:

1. 1. Determine the winners and prize-winners of the national/regional round of the Competition.

Table 2 – Award documents of participants

No.	Full Name	Name of university, organization	Award document
			Certificate for 1st place
			Certificate for 2nd place
			Certificate for 3rd place

2. Be recognized as the winner of the national/regional round and **finalist**
Employer case competition "HR GROWTH"



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(full name)

(job title)

3. Be recognized as a winner (II place) of the national/regional tour
Employer case competition "HR GROWTH"

(full name)

(job title)

4. Be recognized as a winner (III place) of the national/regional tour
Employer case competition "HR GROWTH"

(full name)

(job title)

Chairman of the expert commission

Signature

/ FULL NAME.

Co-chairman of the expert commission

Signature

/ FULL NAME.

Member of the expert commission

Signature

/ FULL NAME.

Secretary

Signature

/ FULL NAME.

The regulations on the competition are introduced:

Competition director,
scientific director of the employer case competition
"HR GROWTH", head of the department of labor
economics and personnel management



S. B. Dolzhenko

Approved:


Vice-Rector for Social Affairs
and Youth Policy, co-chairman


R. V. Krasnov

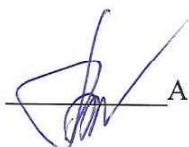
Vice-rector for the scientific work


V. E. Kovalev

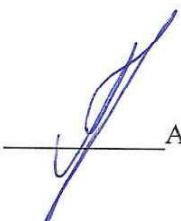
The head of the Legal department


M. I. Brill

Director of the Congress,
director of the Institute of state law
and governance


A. V. Kurdyumov

Coordinator of Congress, vice-director for social work
and youth policy of the Institute of state law and
governance


A. A. Lapteva

Leading economist of the DSRR,
coordinator for the EEYF


O. L. Korabelshchikova