

HRM Scenarios Role play and discussions

Scenario 1

You are a supervisor in a warehousing operation. You recently instituted a “No Smoking” policy in the facility. All employees were notified of the policy change. It was not well-received. As you walk down aisle B in the warehouse, you see a cloud of smoke and then see Chris running to aisle A. You need to talk to Chris.

Scenario 2

You are an office manager overseeing a department of 25 people. One of your employees comes to you and complains about Pat’s unpleasant body odour and how difficult it is to work in the same area. You agree to talk to Pat.

Scenario 3

You are the sales department manager at an upscale store. Your boss has talked to you about the appearance of some of your sales clerks particularly Alex. Alex is sporting on his forearm a new, large tattoo of a devil eating a rat. You agree with your boss that some customers might find it offensive and that it should somehow be covered up. You need to talk to Alex.

Scenario 4

Sidney has recently been missing work. She tends to call in at the last minute, and there seems to be a pattern developing of Mondays and Fridays. Sidney has been in rehabilitation in the past for alcohol abuse. You need to talk to Sidney.

Scenario 5

You are a project manager and supervise a team of 11 people. It is near Christmas, and you notice that within one day the office supply cabinet has been conspicuously depleted of tape, scissors, and packing materials. Other than you, the administrative assistant, Lesley, is the only one with the key to the cabinet. You need to talk to Lesley.

Scenario 6

You are the director of human resources. You asked your benefits administrator, Morgan, to immediately send new benefit information to your boss for her review. The next day, you are chewed out by your boss for not sending her the information. You look bad. You decide to talk to Morgan.

References

Crawford, D.; We need to talk, Society for Human Resources Management, 2008.