



EMPLOYEE SELECTION CASE STUDY

POSITION: CONSULTANT (ENTRY LEVEL)

Year: 2023
Version: 1.1

**ONLY FOR RECRUITMENT &
SELECTION PURPOSES**

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1 Introduction

This exercise has been developed to predict your behaviour in the workplace and assess your effectiveness at working within a team. This FGD exercise will require you to address a number of issues and provide practical solutions as a group.

2 Scenario

You have recently joined Veda Praxis as a Junior Consultant. As part of your development, you have been asked to participate in a meeting to address strategic issues. In preparation for this meeting, you and a number of your colleagues are attending a committee meeting to discuss the way forward and to provide practical recommendations. You will be discussing each issue and will have to come to a mutual agreement on the most suitable course of action for each case.

The group's recommendations must be as specific as possible, outlining exactly what actions need to happen next. It will help to imagine yourself in the scenario and think about what actions you would take if faced with these issues for real in the workplace.

The group will have 90-120 minutes for this exercise.

Part	Activity	Time limit
I	Individual preparation	<ul style="list-style-type: none">• Online: Up to 4 hours prior FGD• Onsite: Up to 24 hours prior FGD
II	Each candidate presents his/her analysis and point of view	5-10 minutes per candidate
III	One-to-many "Question & Answer" to clarify teammates' point of view	Up to 5 minutes per candidate
IV	Group Discussion	Up to 30 minutes per group
V	Group Presentation	Up to 15 minutes per group

It is important that the group reaches a majority consensus on each issue. Please note that you or the group may have to explain to other stakeholders the recommendations made, and you should be prepared to justify the decisions the group agrees upon.

3 Case

KH. Dewantara is the name of library, located in Jakarta. The library has offered more than 10 million books, journals, magazines, and CDs. In addition, Mr. AC as Head of KH. Dewantara library has planned to increase the number of books, journals, or magazines. It also is expanding the growth of library by establishing online loan books through the Internet. The goal is to offer students, lectures, public, or remote offices real-time information from the past until the latest collection.

Currently, library database is separated and need to be organized within each item of books, journals, and magazines. It is hard to find books, journals, or magazine, from existing catalog inside library. Mr. AC wants to design suitable technology and database structure to support university library facilities, regarding of accomplished many tasks and maintenance work can be done easily.

Moreover, Mr. AC required relations within employee who control borrower books, journals, or magazines and the time should return. New technology must be in place to support this initiative.

Instruction:

- Identify and explain the problem(s) KH. Dewantara is/are experiencing and explain why you have chosen to focus on said problem(s).
- Describe your design and/or solution(s). You may use simple visualization and other forms of appropriate media to further support your answer.



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