Category	Normal score	International %ile	low	mid	high
Comprehensive Exam	90	96			
Preliminary Role-play #1	72	50			
Preliminary Role-play #2	92	87			
Final Role-play	72	47			
Overall	254	78			

DECA™

2018 International Career Development Conference

Student:	Logan Kieller
School:	Iroquois Ridge HS
Association:	Ontario
Competitive Event:	Human Resources Management Series

Comprehensive Exam
Business Management and Administration Career Cluster Exam

	Raw Score	ON %ile	Intl %ile	low mid high
Business Law	100	100	100	
Communications	66	33	60	
Customer Relations	100	100	100	
Economics	60	66	66	
Emotional Intelligence	100	100	100	
Financial Analysis	100	100	100	
Information Management	100	100	100	
Knowledge Management	71	75	71	
Marketing	100	100	100	
Operations	96	100	100	
Professional Development	100	100	100	
Project Management	85	75	85	
Quality Management	100	100	100	
Risk Management	100	100	100	
Strategic Management	77	50	71	

Preliminary Role-play #1
Human Resources Management

	Met Prof	Intl %ile	NV BE ME EE
1. Describe ways that businesses build positive employer-employee relationships?	✓	84	
2. Foster employee engagement and commitment?	✓	80	
3. Describe the nature of benefit plans?	✓	91	
4. Demonstrate a customer service mindset?	✓	84	
5. Assess effectiveness of employee-relations activities?	✓	100	
6. Reason effectively and use systems thinking?	✓	83	
7. Make judgments and decisions, and solve problems?	✓	94	
8. Communicate clearly?	✓	90	
9. Show evidence of creativity?	✓	97	
10. Overall impression and responses to the judge's questions	✓	87	

Preliminary Role-play #2
Human Resources Management

	Met Prof	Intl %ile	NV BE ME EE
1. Discuss factors that impact human resources management?	✓	100	
2. Explain labor relations issues?	✓	82	
3. Explain the nature of organizational development?	✓	93	

Final Role-play
Human Resources Management

	Met Prof	Intl %ile	NV BE ME EE
1. Determine issues impacting human resources development?	✓	66	
2. Explain the nature of organizational development?		50	
3. Foster employee engagement and commitment?		28	
4. Describe the impact of organizational factors on human resource management strategies?		44	
5. Assess effectiveness of employee-relations activities?	✓	75	
6. Reason effectively and use systems thinking?		60	
7. Make judgments and decisions, and solve problems?	✓	100	
8. Communicate clearly?	✓	75	
9. Show evidence of creativity?		40	
10. Overall impression and responses to the judge's questions	✓	75	

Key: NED = Not enough data, NV = No value, BE = Below Expectations, ME = Meets Expectations, EE = Exceeds Expectations

Met Prof = If this box is checked, the judge felt that the student possessed enough knowledge and skill to be employed in an entry-level position in the career area.

Category	Normal score	International %ile	low	mid	high
Comprehensive Exam	90	96			
Preliminary Role-play #1	72	50			
Preliminary Role-play #2	92	87			
Final Role-play	72	47			
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Student: Logan Kieller
School: Iroquois Ridge HS
Association: Ontario
Competitive Event: Human Resources Management Series

**Preliminary Role-play #2
Human Resources Management**

	Met Prof	Intl %ile	NV	BE	ME	EE
4. Assess long-term value and impact of actions on others?	✓	83				
5. Demonstrate fairness?	✓	76				
6. Reason effectively and use systems thinking?	✓	82				
7. Make judgments and decisions, and solve problems?	✓	93				
8. Communicate clearly?	✓	85				
9. Show evidence of creativity?	✓	83				
10. Overall impression and responses to the judge's questions	✓	100				

Key: NED = Not enough data, NV = No value, BE = Below Expectations, ME = Meets Expectations, EE = Exceeds Expectations

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