

Human Resource Budgeting Tool

MGT239 Simulation for Business
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Origin

- This is derived from Japan (USAUSA ~ UNO SANO URANA) personality diagnosis
- Our left brain is connected with our logic, language, calculation and analysis.
- Our right brain is connected with our emotion, intuition, imagination and creation.
- The game was designed to figure out when we receive messages or convey messages, which side of our brain is our priority to use, and enable us to roughly know a person's personality and potential.

When **receive** messages...



STEP
1



You tend to use your
right brain first.
→ "Sha" (B)

You tend to use your
left brain first.
→ "Wu" (A)

When convey messages...



STEP
2



You tend to use your
right brain first.

→ "Wu" (Y)

You tend to use your
left brain first.

→ "Sha" (X)

To The Project

- Why: It would be useful to predict the expense and the size of interviewee's pool.
- Who: BOSS, HR, and Finance People would control budget.
- When: When there's headcount opened.

How

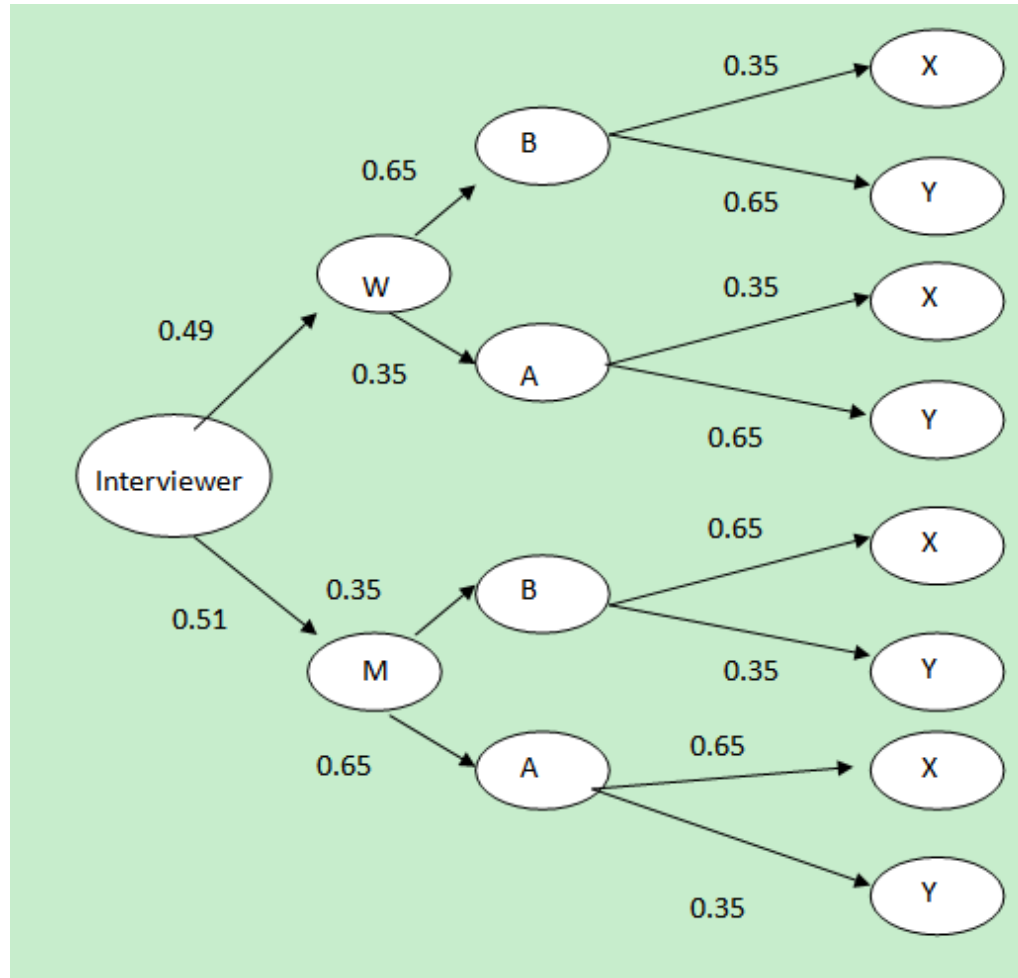
- **Assumptions:**

- The right brain represents the ‘emotional’ part of feeling and the left brain represent the ‘practical’ part of thinking.
- When we cross our hands and the left thumb is up, it means we use left brain first to receive outside messages and vice versa.
- When we cross our arms and the left arm is up, it means we tend to use left brain first to send our messages and vice versa.

How (Cont'd)

- Interview cost per person is \$100 in a success case and \$200 in a failed case. The cost can be adjusted following the real situation.
- In Taiwan, according to CIA The World Factbook, the ratio of men to women in pollution is 1.02 to 1.
- Jobs/ Departments: Accountant, Financial Department, Engineers, Operation Management, Marketing, Technician, Internal Auditors, Consultant and Customer Service.

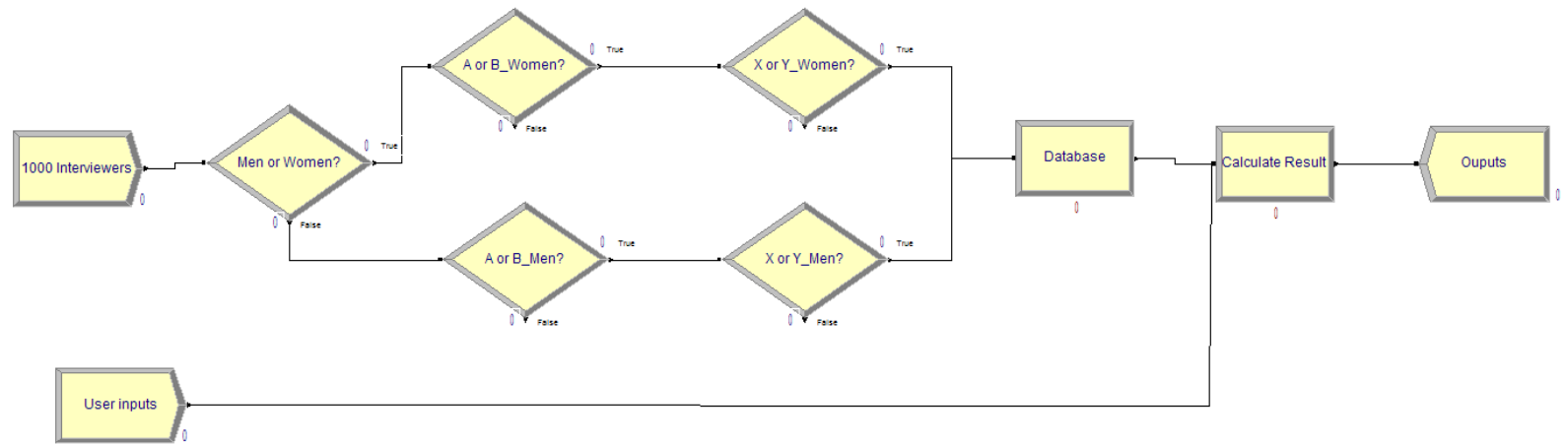
Tree Chart



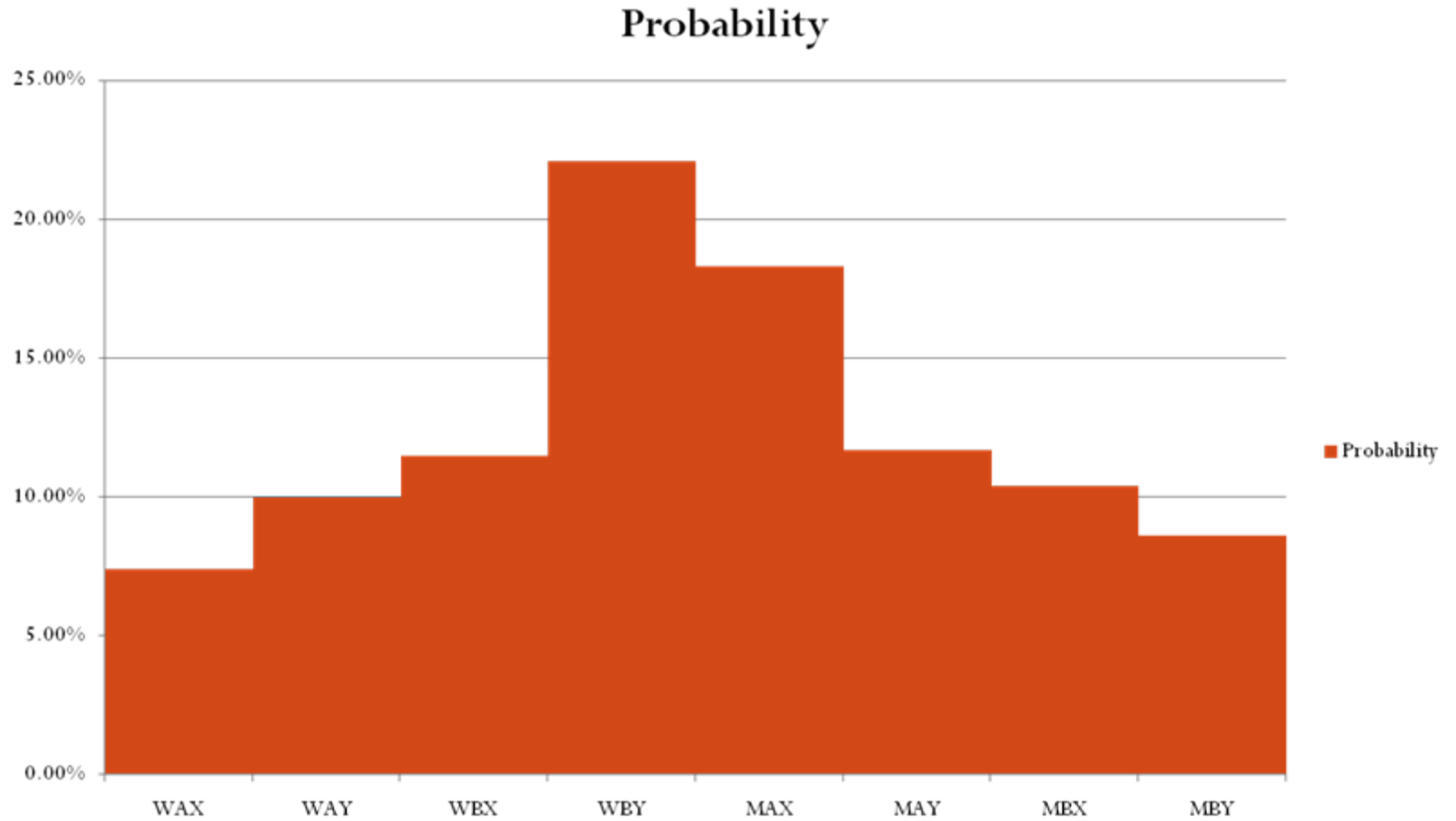
8 Types and suitable position in corp.

- 1. Sha-Sha Women(WAX): Engineers, Internal auditors
- 2. Wu-Sha Women(WAY): Operations, CSD, Consultants
- 3. Wu-Wu Women(WBX): Engineers
- 4. Sha-Wu Women(WBY): Engineers, Accountant, Finance
- 1. Sha-Sha Men(MAX): Engineers, Accountant, Finance
- 2. Wu-Sha Men(MAY): Internal auditors, Accountant, Technician
- 3. Wu-Wu Men(MBX): Marketing, Engineers
- 4. Sha-Wu Men(MBY): Operations

Flow Chart



Probability Histogram



Demo

Target Field	Engineer	CSD	Accountant
Numbers of people needed	1	2	3
Interviewees required	4	51	15
Suggested gender combination:			
Men	2	-	9
Women	2	51	6
Estimated Cost	\$700.00	\$10,000.00	\$2,700.00

Success Rate	40.00%
Failure Rate	60.00%
Success Cost	\$100.00
Failure Cost	\$200.00

Operation Steps:

1. Enter the head count of department
2. Enter current interview success rate
3. Enter current interview cost
4. Get your estimated number of interviewees and costs automatically(in gray areas)

Q&A, Thank you



TYPES ANALYSIS (Women)

- **WAX (Sha-Sha)**

- She is a very determined bossy woman. She treats things seriously, efficiently and effectively. She likes to be a leader, likes competition and takes challenges. She constantly set up new goals and tries her best to achieve it. She can tolerate more frustration, take responsibility and bear the pressure. She is suitable for the leading position and professional work.

- **WAY(Wu-Sha)**

- She is a good listener, gentle, thoughtful, friendly person and makes others feel comfortable. She is hard to reject other's request. She works not only for the money, but also for the interest, sense of achievement that makes her life meaningful. She has some power to influence others and is suitable for the service-oriented work.

TYPES ANALYSIS (Women)

- **WBX(Wu-Wu)**
- She is creative and has strong curiosity. She pursues changes and wants to learn something new and make breakthrough. She is smart, has good learning ability, super strong creativity and could make adequate connection among things. She doesn't like to obey rules. She is suitable to do the research, design, artistic creation and planning jobs.
- **WBY(Sha-Wu)**
- She is calm to observe or judge things neutrally and also is good at analyzing things. She is very patient and has strong sense of responsibility and strong execution ability. She can complete all the details step by step and hand in on time. She is suitable to do the detail jobs.

TYPES ANALYSIS (Men)

- **MAX(Sha-Sha)**
- He is calm to observe or judge things neutrally and also is good at analyzing things. He is very patient and has strong sense of responsibility and strong execution ability. H can complete all the details step by step and hand in on time. He is suitable to do the detail jobs.
- **MAY(Wu-Sha)**
- He follows SOPs and rules. He would setup principles and live on the principles. He is a perfect operator and technician who can execute orders precisely.

TYPES ANALYSIS (Men)

- **MBX(Wu-Wu)**
- He is optimistic person, trusts his own instinct and is confident toward himself. He can devote himself to a certain topic and dig out all the potential of the task. He is capable of being a sales person or an engineer.
- **MBY(Sha-Wu)**
- Another person who follows instinct. He has a good spirit of team works and get thing done effectively. He could lead a team and encourage team to achieve synergy. He is capable as a project manager or a team leader.