Title of the Project: An Integrated Simulation-based Gamification Framework for Business Competency and Performance Management

Subject Area: IT & Business

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Project Description

This project aims to design and implement a simulation-based gamification framework for appraisal, development, aligning and enabling workforce decisions (training, measurement, promotions, feedback, etc.) with business strategic objectives. This will improve the competency and performance management for industrial organisations and businesses. With the advent of communication technologies, new generations of employees have grown in fast-paced and dynamically shifting work environments that demand flexibility and equally fast-paced evolution of knowledge and skills. Available competency management systems and skills development tools, such as online e-learning and computer-based training, no longer appropriately satisfying the training goals for those employees, leading to incurring additional costs and funding in inefficient training and new skills recruitment processes. Simulation-based interactive gamification environments have provided empirical evidence on changing user behaviour, improving engagement and developing soft skills. This project studies the ability to develop and implement a comprehensive integrated framework capable of continuously monitoring, assessing and recommending the required skills through using serious games in training employees and analysing the data from their behaviour. The proposed framework, which will be empirically validated, will contribute to enhancing adoption of simulation-based interactive gamification environments in enterprises and businesses for continuous improvement of soft skills and competency analysis.

Funding/Scholarship Details:
- **Self-Funded** (Scholarship not available. Fees & Materials to be paid by the student. Materials costs not significant)

Eligibility to apply:
Minimum Required: Primary Degree, 2.1 / Upper Second Class Honours or higher in relevant area.
Application and Deadline:
Submit an expression of interest here.