



General Overview

1. What is SHRM Techathon?

An industry-wide, team-based HR innovation competition focused on practical, technology-enabled, business-ready solutions to real workplace challenges.

2. Who should participate?

HR professionals, business leaders, technologists, analysts, and cross-functional teams interested in solving real HR problems using innovation and technology.

3. Can early-career professionals participate?

Yes, as per the mandated eligibility and team requirements.

4. Is this a hackathon or a business competition?

It is a structured HR innovation competition focused on real-world implementation and business impact rather than pure coding or theoretical ideas.

5. Do participants need technical expertise?

No. Solutions must be human-led and business-driven. Technology is an enabler, not a requirement for deep coding expertise.

6. Is participation limited to specific industries?

No. Professionals from all industries can participate.

7. Will SHRM provide mentorship or guidance?

While dedicated mentorship is not provided, structured templates, evaluation criteria, and competition guidance support teams in developing strong submissions.

Eligibility & Team Composition

8. What are the eligibility criteria?

Participants must be professionals aged 45 years or below at the time of nomination.

9. What is the team size requirement?

Each team must consist of 2–3 members.

10. Can organizations nominate multiple teams?

Yes, organizations may nominate multiple teams.

11. Can teams be cross-functional?

Yes. Teams may be led by HR, Technology, Business, Operations or cross-functional combinations.

12. Can independent professionals participate?

Participation is through team nominations submitted via an organization.

13. Can the same person be part of multiple teams?

No. Each participant may be part of only one team.

14. Is there a designated team lead?

Yes. Each team must nominate a Team Lead who will serve as the primary point of contact.

15. Can team members be changed after registration?

Changes may be restricted and are subject to SHRM's approval.

16. Do teams need to have a unique name?

Yes. Each team must register with a unique team name to ensure accurate identification, evaluation, and communication throughout the competition. Duplicate or similar names may be modified by SHRM for administrative clarity.

17. Are cross-functional or mixed-discipline teams allowed?

Yes. Teams may include members from different business functions as long as eligibility criteria are met.

Registration & Nomination

18. When do nominations open?

Organization nominations open on 16 February 2026.

19. How do organizations nominate teams?

Organizations must complete the official nomination form available on the microsite and provide required team and contact details.

20. Is there a participation fee?

Yes. Participation fees apply per team and vary based on the number of teams nominated.

21. What does the participation fee include?

Participation in the competition and SHRM Tech Conference passes as additional benefits.

22. Is the fee refundable?

Refunds, if applicable, will be governed by SHRM's participation Terms & Conditions available on the microsite.

Problem Statements & Solutions

23. What kind of problem should teams work on?

Real-world HR challenges aligned with the defined AI in HR focus areas.

24. What are the focus areas?

- Talent Acquisition
- Skilling & Development
- Performance & Productivity
- HR Leadership & Culture
- Total Rewards
- Talent Wellness

25. Can teams submit an existing organizational project?

No. Solutions must be original and developed specifically for SHRM Techathon.

26. Can teams use past client work?

No. Client work, proprietary work, or previously developed solutions are not allowed.

27. Can teams use AI tools while building solutions?

Yes, AI may be used as a supporting tool, but the core solution must be human-led and implementable.

Competition Structure & Timeline

28. What are the stages of the competition?

Organization nomination → Round One submission → Jury shortlisting → Grand Finale → Winners announcement.

29. What happens in Round One?

Teams develop and submit solutions addressing their own nominated HR challenge.

30. How are teams shortlisted?

An independent jury evaluates submissions based on structured criteria.

31. How many teams reach the Grand Finale?

Top 30 teams advance to the Grand Finale.

32. What happens at the Grand Finale?

Shortlisted teams receive a second challenge within the same focus area selected in Round One. Teams develop an implementation-ready solution within the stipulated timeframe and deliver a live executive pitch.

33. What is the pitch format?

A 7-minute executive presentation followed by a 3-minute jury Q&A.

34. How much time commitment is expected from teams?

Teams should plan dedicated preparation time across submission, evaluation, and presentation stages.

35. Can SHRM change timelines or format?

Yes. SHRM reserves the right to modify format, timelines, or evaluation criteria.

Evaluation & Judging

36. Who evaluates the submissions?

An independent jury appointed by SHRM.

37. What are the evaluation criteria?

Problem framing, solution architecture, innovation & novelty, impact & metrics, feasibility & scalability, and presentation quality.

38. Will scoring details be shared?

No. Internal evaluation processes and scoring methodologies remain confidential.

39. Can participants appeal results?

No. Jury decisions are final and binding.

40. Is there a cap on awards per organization?

Yes. Each organization can win in a maximum of two categories.

41. Can sponsors be part of the jury?

No. Sponsors are not permitted to serve as jury members to ensure transparency and impartial evaluation.

Sponsorship Governance

42. Can a sponsor nominate teams in the HR category they are sponsoring?

No. A sponsor cannot nominate teams under the specific HR category they are sponsoring.

43. Can the Title Sponsor nominate teams?

Yes. The Title Sponsor may nominate teams under any of the six HR focus CoEs.

Submission Requirements

44. Is there a mandatory submission format?

Yes. All solutions must be submitted using the official SHRM template.

45. Can teams include supporting material?

Yes. Diagrams, prototypes, dashboards, and short videos are encouraged but optional.

46. What makes a strong submission?

Clear problem definition, practical implementation, measurable outcomes, feasibility, and business impact.

47. Do teams need to build a working product?

No. Practical and implementable solutions with clear architecture and feasibility are sufficient.

Recognition & Benefits

48. What do winners receive?

Trophies, certificates, and the opportunity to present at the SHRM Tech Conference.

49. What recognition do finalists receive?

Top 30 finalists receive special recognition at the event.

50. Do all participants receive recognition?

Yes. All participating teams receive Champion's Certificates.

51. Will teams be featured publicly?

Selected teams may be featured across SHRM platforms and relevant communications.

Legal, IP & Compliance

52. Who owns the intellectual property?

Each team retains ownership of their intellectual property but grant SHRM a non-exclusive, royalty-free, perpetual license to use, reproduce, publish, distribute, and showcase submitted content for event execution, communication, promotional, educational, and other SHRM-related purposes.

53. Can confidential company data be shared?

Participants should avoid sharing confidential or proprietary information.

54. What happens if plagiarism is detected?

Teams will be immediately disqualified.

55. Can SHRM verify eligibility or submissions?

Yes. SHRM may verify compliance at any stage.

56. Can teams be disqualified?

Yes, for non-compliance, false information, unfair practices, or violation of terms.

Logistics & Participation

57. Are travel and accommodation covered?

No. Expenses towards travel and accommodation must be borne by participating teams or their organizations.

58. Is participation mandatory across all rounds?

Yes. Teams must be available for all competition stages.

59. What happens in case of unforeseen circumstances?

SHRM may reschedule or modify the competition format, if required.

Marketing & Communication

60. Will organization names or logos be used publicly?

Yes, unless organizations opt out where applicable.

61. How will participants receive updates?

Through official SHRM Techathon communication channels.

62. Why is “How did you hear about SHRM Techathon” asked?

To understand participant outreach sources and improve engagement.

Payments & Invoicing

63. Where can we find the participation fee and current offers?

The latest participation fee, applicable offers, and relevant contact details will be available on the official SHRM Techathon microsite.

64. How should the participation payment be made?

All payments must be completed through the official payment gateway provided on the microsite.

65. Will pricing remain the same throughout the nomination period?

Participation fees and offers may be updated periodically. Organizations are advised to refer to the microsite for the most current pricing.

66. Will we receive confirmation after making the payment?

Yes. Payment confirmation and next steps will be shared after successful transaction through the official gateway.

67. Who should we contact for pricing or payment-related queries?

The designated contact number and details for payment-related support will be listed on the microsite.

68. Is payment required to confirm participation?

Yes. Participation will be confirmed only after successful payment through the official payment gateway within the specified timelines.

69. Are offline or manual payments accepted?

Payments should be made only through the official payment gateway mentioned on the microsite, unless otherwise communicated by SHRM.