

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Establish and lead the human resource (HR) agenda in the organisation's strategic planning
Code	106904L7
Range	Taking leading role in establishing the HR agenda and deploying the techniques of corporate analysis in organisational / corporate strategic planning. This applies to the development and implementation of HR agenda by integrating HR issues and perspectives into strategic planning under different scenarios of business environment, business nature and organisational life cycle.
Level	7
Credit	7
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <ul style="list-style-type: none"> • Understand different stages and characteristics of the organisation's life cycle and their impact to the business • Understand the process and stages of strategic planning and management in order to effectively participate in the organisation's strategic planning process • Understand the techniques of corporate analysis (e.g. Political, Economic, Social, Technological, Legal and Environmental (PESTLE) Analysis) <p>2. Applications and Processes</p> <ul style="list-style-type: none"> • Take leading role in the organisation's strategic planning and establishing the HR agenda, with due consideration of all internal, external, historical and future factors (e.g. integrating the organisation's vision, mission, values and culture, conducting PESTLE analysis) • Deploy the techniques of corporate analysis for inputs to the organisation's strategic planning • Establish organisational structure to support the business strategies • Take leading role in translating business strategies into operational plans and organisational policies throughout the organisation <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> • Proactively engage business units and departments to contribute inputs for the organisation's strategic planning (e.g. share their operational situations and challenges) • Always take leading role in the organisation's strategic planning with a proactive mindset and full preparation (e.g. up-to-date HR analytics, creative ideas) • Influence the process and outcome of strategic planning by highlighting importance of HR and its credibility in the organisation
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Execution of corporate analysis. • Engagement with major stakeholders for multiple sources of input, ownership and quality of strategic planning. • Establishment of organisational structure based on analysis of business environment and organisation life cycle. • Provision of insights or strategies to implement the HR agenda and influence the process and outcome of the organisation's strategic planning.
Remark	