

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Develop human resource (HR) related analysis to support organisational strategy development
Code	106905L5
Range	Developing HR data collection plan and presenting the analysis for organisational strategy development. This applies to the analysis of HR data in relation to the business, operations or structures of the organisation and measurable impact of HR strategy to the business results.
Level	5
Credit	5
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> 1. Knowledge in the Subject Area <ul style="list-style-type: none"> • Understand the organisational culture and its readiness to support organisational strategy development • Understand the workforce demand and supply and the required capabilities to execute the organisational strategies • Understand the trends, potential threats and uncertainties which have adverse effects on organisational strategy development 2. Applications and Processes <ul style="list-style-type: none"> • Analyse HR related trends to identify potential threats and uncertainties which have adverse effects on the organisational strategy development • Partner with managers to review organisational and leadership capabilities • Present all necessary internal and external HR information and analysis to business leaders in the deliberation and discussion of business strategies • Translate HR related analysis into HR strategies to support organisational strategy development • Convince business leaders to adopt the proposed HR strategies with due consideration of all relevant internal, external, historical and future factors • Facilitate strategic workforce planning discussion with business leaders to identify talent implications of strategies 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Proactively develop and present HR related analysis (e.g. employee engagement level) to support organisational strategy development • Verify the accuracy, timeliness and reliability of data / inputs collected from HR related analysis
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Development of HR related analysis to support organisational strategy development in a timely manner. • Execution of HR related analysis in accordance with the stated data collection and analysis plan for data accuracy and reliability. • Engagement with major stakeholders in the deliberation and discussion of business strategies, with the support of HR related analysis.
Remark	