

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Implement the organisation's strategic plan in the human resource (HR) context
Code	106907L5
Range	Executing and monitoring the organisation's strategic plan in the HR context. This applies to all kinds of HR supports throughout the process of executing and monitoring the organisation's strategic plan.
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 key success factors to implement the organisation's strategic plan • Understand common pitfalls or issues in implementation of strategic plan 2. Applications and Processes <ul style="list-style-type: none"> • Translate the organisation's strategic plan into operational plans and actionable items • Develop appropriate HR plans and initiatives to support the execution of the organisation's strategic plan • Develop communication strategy to facilitate execution of the organisation's strategic plan • Provide communication and training sessions to enable managers and employees to understand the linkage between the organisation's strategic plan and those of departments and various teams, as well as individual employees' objectives or key performance indicators • Develop appropriate systems and mechanisms to monitor progress of plan execution 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Proactively present progress update to major stakeholders identified at different stages of plan execution in an effective and timely manner • Analyse feedback on plan execution in a timely manner and proactively revise project plan
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of HR plans, HR initiatives and communication strategy to support the execution of the organisation's strategic plan. • Establishment of monitoring systems and mechanism to update progress of plan execution.
Remark	