

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Determine impact of the organisation's strategic plan on human capital
Code	106908L6
Range	Determining impact of the organisation's strategic plan on human capital for maximising employee contribution and organisational performance. This applies to the evaluation of all components of the organisation's strategic plan with the use of quantitative and qualitative dimensions of human capital.
Level	6
Credit	6
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <ul style="list-style-type: none"> • Understand external factors (e.g. demographic, political, technological) and their implications on human capital management in the organisation • Understand talent implications in terms of workforce demand and supply and organisation capabilities • Understand and use different types of monitoring and evaluation methodologies to solicit data related to human capital for senior management's review <p>2. Applications and Processes</p> <ul style="list-style-type: none"> • Determine the needs of employee career development and succession planning by evaluating the organisation's strategic plan and external factors • Deploy appropriate qualitative and quantitative tools to evaluate all components of the organisation's strategic plan and human capital • Design analysis of external factors (e.g. demographic, political, technological) and introduce insights to facilitate relevant discussion with senior management • Facilitate senior management's discussion on human capital based on the organisation's strategic plan (e.g. projected staffing of new product line) <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> • Manage and evaluate employee feedback related to the impact of the organisation's strategic plan on human capital • Proactively follow up with major stakeholders to support development of future strategies
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Evaluation of impact of the organisation's strategic plan on human capital in an efficient and effective manner. • Establishment of quantitative and qualitative tools to measure organisational and employee performance. • Provision of insights into existing human capital profile to support development of future strategies.
Remark	