

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Forecast human capital needs with due regard to socio-economic trends and the organisational developments and strategies
Code	106909L7
Range	Forecasting human capital needs in accordance with relevant socio-economic trends and the organisation's strategies. This applies to both external and internal human capital needs (e.g. labour market outlook, development of mission-critical talents and competencies, etc.) to support and / or improve current performance and future development of the organisation.
Level	7
Credit	7
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <ul style="list-style-type: none"> • Understand a variety of tools to measure current human capital situation and future needs according to socio-economic trends and the organisation's strategies • Understand current organisation's talent pipeline and talent gap to meet current and future business needs • Understand difficulties and obstacles in meeting the current and future human capital needs <p>2. Applications and Processes</p> <ul style="list-style-type: none"> • Establish the current level of staffing and expertise by reviewing employee data (e.g. employee performance and potential) • Establish future human capital needs by reviewing the organisation's strategic plan • Design appropriate qualitative and quantitative tools to determine human capital's performance and future needs • Investigate data and findings from human capital need analysis on human capital requirement gaps • Determine key roles and key competencies required for meeting current and future business and operation requirements with senior management • Engage senior management in establishing leadership capabilities required for the organisation's future development <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> • Proactively channel external information to senior management and engage them in formulating development strategy to address current and future human capital needs • Analyse both qualitative and quantitative dimensions of human capital needs
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of quantitative and qualitative tools to determine human capital's performance and future needs in accordance with the organisation's strategic plan. • Establishment of a full range of human capital needs in an efficient and effective manner.
Remark	