

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Formulate and align human resource (HR) strategies with the organisation's strategic plan
Code	106910L7
Range	Formulating appropriate HR strategies to develop its workforce and practices required to meet the organisation's vision, mission, values, directions and strategies. This applies to the formulation and alignment of HR strategies in accordance with the organisation's current and future strategic plan.
Level	7
Credit	7
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <ul style="list-style-type: none"> • Understand business strategies and priorities to guide the development and alignment of HR strategies with the organisation's strategic plan • Understand different approaches to developing HR strategies which are aligned with the organisation's strategic plan • Understand common mistakes of HR strategy development (e.g. the development of workplace skills plans which are not linked to any strategic goals or objectives) in order to effectively develop and align HR strategies with the organisation's strategic plan <p>2. Applications and Processes</p> <ul style="list-style-type: none"> • Formulate and align HR strategies and initiatives to attract, develop and retain talents to support the organisation's strategic plan • Determine the gaps between the organisation's strategic plan and the existing HR strategies and initiatives through detailed analysis • Design and lead financial and workforce impact analysis on proposed changes to HR strategies and initiatives <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> • Engage senior management to formulate HR strategies • Align HR strategies and initiatives on a regular basis to support the organisation's strategic plan and changing business needs
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of HR strategies aligned with the organisation's business strategies in accordance with thorough analysis on current situation. • Provision of HR data and analysis to support the formulation and change of HR strategies and initiatives. • Implementation of workforce impact analysis including cost implications.
Remark	