

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Adopt appropriate strategies to obtain acceptance and support from major stakeholders in the human resource (HR) strategy development process
Code	106911L5
Range	Maximising the chances for success and minimising the risks that a single group of major stakeholders (e.g. shareholders, management, employees, unions, suppliers, customers) will dominate the HR strategy development process. This applies to the HR strategy development process with the engagement of major stakeholders.
Level	5
Credit	5
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <ul style="list-style-type: none"> • Understand the areas of influence of internal and external major stakeholders of the organisation • Understand possible impact of the HR strategies on major stakeholders in order to manage stakeholders' expectations and concerns effectively • Understand all internal and external factors in the implementation of HR strategies <p>2. Applications and Processes</p> <ul style="list-style-type: none"> • Adopt appropriate strategies to obtain support from business leaders in different stages of strategy development process and to align HR strategy with business strategy • Present business cases (e.g. leveraging analytics to substantiate return on investment in relation to HR strategies) to obtain major stakeholders' support to the HR strategies • Provide regular update on progress and reinforce the business value of implementing HR strategies <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> • Analyse areas of concern (e.g. potential interruption of operations, man-day requirements, cost implications, safety risk) and explore possible solutions in a collaborative way • Respond to enquiries and concerns raised by major stakeholders in a timely and constructive manner
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Engagement with major stakeholders for multiple sources of input and ownership through HR strategy development process. • Establishment and presentation of business cases to demonstrate the way that HR strategies support the organisation's vision, mission, values and strategies.
Remark	