

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Identify and translate competitive advantages of the organisation to core competencies
Code	106921L5
Range	Defining the knowledge, skills and attributes required for all employees to gain or sustain the organisation's competitive advantages and strategic focus. This applies to the development of core competencies of key job families for the organisation.
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 the sources of information (e.g. market data, customer survey) to identify the competitive advantages of the organisation • Understand the organisation's competitive advantages for organisation development purpose • Understand the organisation's competitive gaps by comparing against those of the competitors and their business performance 2. Applications and Processes <ul style="list-style-type: none"> • Identify competitive advantages of the organisation by reviewing its tangible and intangible assets, capabilities and uniqueness • Partner with the organisation's major stakeholders to identify key job families that are crucial to deliver business results • Translate the identified competitive advantages of the organisation to core competencies required in key job families • Develop a competency framework of the organisation to sustain its competitive advantages and strategic focus 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Identify learning solutions to proactively manage the internal and external issues affecting the development of core competencies or competitive advantages • Proactively follow up with major stakeholders to identify and translate competitive advantages of the organisation to core competencies
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of a competency framework consisting of core competencies critical to key job families. • Establishment of learning solutions to maintain the development of core competencies or competitive advantages.
Remark	