Specification of Competency Standards for Human Resource Management
Unit of Competency

Title	Validate effectiveness of recruitment policies and procedures
Code	106939L5
Range	Identifying the strengths and improvement areas of the current recruitment policies and procedures. This applies to the periodic review and alignment of recruitment policies and procedures for both domestic and international assignments by collecting a variety of evidence to assess the extent to which the organisation's recruitment and human resource strategies have been met.
Level	5
Credit	5
Competency	Performance Requirements 1. Knowledge in the Subject Area • Understand the development or latest updates of employment related ordinances and statutory regulations in respective operating markets and jurisdictions • Understand the elements and requirements of an effective recruitment policies and procedures 2. Applications and Processes • Conduct user experience survey in relation to the organisation's recruitment policies and procedures • Analyse the findings of user experience survey to identify improvement areas • Conduct periodic review to govern the recruitment policies and procedures that are in compliance with employment related ordinances and statutory regulations and meet the diversified and ever-changing business and employee needs 3. Professional Behaviour and Attitude • Identify appropriate adjustments to the recruitment policies and procedures based on regular reviews for senior management's approval • Clearly articulate the updated policies and procedures to all employees for effective implementation
Assessment Criteria	The integrated outcome requirements of this UoC are: • Identification of appropriate tools to evaluate user experience in the organisation's recruitment policies and procedures. • Execution of periodic review on the recruitment policies and procedures.
Remark	