

Specification of Competency Standards for Human Resource Management

Unit of Competency

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| Title | Validate effectiveness of the existing recruitment channels and methods |
| Code | 106944L5 |
| Range | Identifying the strengths and improvement areas of the existing recruitment channels and methods. This applies to the periodic review and alignment of existing recruitment channels and methods by collecting a variety of evidence to determine their effectiveness. |
| 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 pros and cons of different recruitment channels and methods (e.g. from traditional hiring process to emerging online recruitment) • Understand the key metrics (e.g. lead time, cost per hire, applicant volume) for reviewing the effectiveness of recruitment channels and methods 2. Applications and Processes <ul style="list-style-type: none"> • Develop or revise the list of key metrics and measuring mechanism (e.g. lead time, cost per hire, applicant volume) for reviewing the effectiveness of recruitment channels and methods • Conduct regular user experience survey to review the effectiveness of recruitment strategy and existing recruitment channels and methods • Analyse and review findings of the survey to assess the performance and effectiveness of the existing recruitment channels and methods 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Proactively explore new recruitment channels and methods (e.g. online recruitment) to improve cost-effectiveness and recruitment result |
| Assessment Criteria | <p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of key metrics and mechanism to evaluate the effectiveness of existing recruitment channels and methods. • Execution of periodic review on the effectiveness of existing recruitment channels and methods. |
| Remark | |