

# Specification of Competency Standards for Human Resource Management

## Unit of Competency

Title	Design policies and process for knowledge management as well as talent management and development
Code	106993L6
Range	Designing policies and process to govern knowledge management as well as talent management and development based on the organisation's strategic direction and talent strategy. This applies to the design and implementation of knowledge management as well as talent management and development policies and processes for all human resource functions related to talent management and development (e.g. succession planning, learning and development, performance management), with the involvement of relevant stakeholders.
Level	6
Credit	6
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> <li>1. Knowledge in the Subject Area <ul style="list-style-type: none"> <li>• Understand the definition of talent and objectives for its development in the organisation</li> <li>• Understand the importance of linking the organisation's talent management and development policies with its strategic direction</li> <li>• Understand fundamental principles of developing effective knowledge management policies as well as talent management and development policies</li> <li>• Understand the organisational culture to determine what would or would not work in the organisation</li> </ul> </li> <li>2. Applications and Processes <ul style="list-style-type: none"> <li>• Engage relevant stakeholders and solicit their inputs in designing talent management and development policies and process</li> <li>• Determine objectives of talent management and development in the organisation in order to formulate effective policies which are based on the organisation's strategic direction</li> <li>• Consolidate the proposed policies, process and programmes for knowledge management as well as talent management and development</li> <li>• Build a learning organisation and integrate employee learning interventions with business strategies</li> <li>• Align relevant programmes (e.g. leadership development programme) with talent management and development policies</li> <li>• Lead execution of talent management and development policies and process in a manner that reflects a fair approach to all levels of employees</li> </ul> </li> <li>3. Professional Behaviour and Attitude <ul style="list-style-type: none"> <li>• Benchmark best practices of knowledge management as well as talent management and development in the market on a regular basis to support employer branding and reputation management</li> <li>• Introduce changes to talent management and development policies for alignment with the changing business environment and the organisation's strategic direction and talent strategy</li> </ul> </li> </ol>

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Assessment Criteria	The integrated outcome requirements of this UoC are: <ul style="list-style-type: none"><li>• Establishment of effective policies and process for knowledge management as well as talent management and development based on the organisation's strategic direction and talent strategy.</li><li>• Implementation of policies and process for knowledge management as well as talent management and development with relevant programmes.</li></ul>
Remark	