

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Identify the organisational capacity gaps
Code	106995L5
Range	Analysing capacity gaps of key roles in the organisation based on human capital inventory (e.g. professional qualifications, work-related experiences, competencies of the workforce acquired) and related assessments. This applies to the identification of organisational capacity gaps in all areas of organisational performance and conditions (e.g. leadership, recruitment process) relevant to organisational success, with the involvement of senior management.
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 application and effectiveness of different assessment methodologies and tools in identifying organisational capacity gaps • Understand what constitutes the organisation's capacity in achieving its goals and satisfying its stakeholders' expectations <p>2. Applications and Processes</p> <ul style="list-style-type: none"> • Review the current leadership bench strength with senior management • Select appropriate methodologies and tools to analyse existing organisational capacity and identify capability gaps of key roles in the organisation which have the strongest impact on strategy implementation • Analyse the potential of both short-term and long-term organisational growth to determine the impact on organisational capacity gaps • Define the level of competencies required to address the organisational capacity gaps <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> • Regularly review and measure the identified capacity gaps in terms of organisational performance • Involve senior management to discuss and calibrate human capital inventory • Consolidate and present professionally the analysis of the human capital assessment and organisational capacity gaps to senior management
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of a clear picture of organisational capacity gaps based on a thorough human capital assessment of the organisation. • Execution of analysis on the organisational capacity gaps for developing talent management and development strategy.
Remark	