

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Evaluate effectiveness of the development activities for the potential successors
Code	107000L6
Range	Demonstrating the value and identifying improvement areas of the development activities. This applies to the periodic review and alignment of development activities for the potential successors in respective operating markets and jurisdictions with planned development goals, with the involvement of major stakeholders.
Level	6
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 different methodologies for evaluating effectiveness of development activities (e.g. pre- and post-evaluation) and their pros and cons 2. Applications and Processes <ul style="list-style-type: none"> • Identify relevant measurable parameters for evaluating effectiveness of the development activities for the potential successors • Track the identified parameters and the proficiency level of key competencies demonstrated by the potential successors before and after the development activities are conducted • Evaluate effectiveness of the development activities for the potential successors through different measurable parameters (e.g. tracking promotion, internal transfer, improvement in leadership competencies) • Engage major stakeholders in the evaluation of development activities for the potential successors 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Evaluate and make adjustments appropriately on the development activities to meet changing business needs and strategic direction • Present evaluation results with individual potential successors and senior management on the evaluation of development activities • Define the scope of evaluation to cover multiple factors or levels (e.g. from employee reaction to business impact)
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of measurable parameters for evaluating effectiveness of the development activities for potential successors (e.g. changes in knowledge, skills, attitude and on-the-job behaviour after development activities). • Implementation of evaluation in accordance with predefined parameters and evaluation plan. • Engagement with major stakeholders in the evaluation of development activities for the potential successors
Remark	