

Specification of Competency Standards for Human Resource Management

Unit of Competency

| | |
|---------------------|---|
| Title | Identify improvement opportunities brought by new information technology and human resource (HR) solutions |
| Code | 107049L5 |
| Range | Examining new information technology and HR solutions for identifying improvement opportunities to meet current and future business needs. This applies to the development of system improvement plan with major stakeholders by setting priorities and developing an action plan with budget and schedule for system upgrade or advancement. |
| 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 trends and development of information technology and HR solutions in the market 2. Applications and Processes <ul style="list-style-type: none"> • Conduct regular meetings with HR practitioners to explore improvement opportunities brought by new information technology and HR solutions • Leverage on latest technology for improving HR services in the organisation • Project future needs on HR services in the organisation from available data • Present improvement opportunities with cost estimation for major stakeholders' consideration and decision • Estimate impact of system enhancement on major stakeholders (e.g. department heads, business managers) • Develop phases of system upgrade or advancement and set up timeline for implementation 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Regularly present progress update to senior management and relevant stakeholders • Effectively solicit major stakeholders' support |
| Assessment Criteria | <p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Identification of improvement opportunities brought by new information technology and HR solutions to meet current and future business needs. • Establishment of system improvement plan with budget and schedule. |
| Remark | |