Specification of Competency Standards for Human Resource Management
Unit of Competency

Title	Identify key factors that drive employee productivity and configure them into human resource (HR) systems
Code	107050L5
Range	Identifying the key drivers of business performance and employee productivity, and capturing critical data into systems for generating HR analytics. This applies to the system configuration by identifying the key drivers of performance and productivity with the involvement of major stakeholders, and building correlation among HR initiatives and business results.
Level	5
Credit	5
Competency	Performance Requirements 1. Knowledge in the Subject Area • Understand how to enhance the core functions of HR by making good use of HR analytics • Understand the relationship among HR initiatives, key performance indicators and business results (e.g. linking employee engagement data with customer retention) • Understand the key drivers of business performance and employee productivity in order to design and use HR analytics appropriate to the organisation 2. Applications and Processes • Discuss with major stakeholders (e.g. senior management) to define key performance indicators and other key factors that drive employee productivity • Identify data fields to capture critical data or information in the HR system and build correlation with defined key performance indicators 3. Professional Behaviour and Attitude • Proactively involve major stakeholders throughout the process of data analysis and HR system configuration
Assessment Criteria	The integrated outcome requirements of this UoC are: • Identification of key drivers of employee productivity and required HR analytics, with strong engagement of major stakeholders during the process. • Execution of system configuration for generating and making good use of HR analytics.
Remark	