

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Deploy predictive analytics to reduce attrition and optimise employee performance
Code	107051L5
Range	Deploying predictive analytics tools to retrieve, organise, analyse and report human resource (HR) data. This applies to the implementation of predictive analytics with the involvement of major stakeholders to improve talent acquisition, employee engagement, retention, training and development, compensation, succession planning, performance management and others.
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 trends and development of predictive analytics tools in the market in order to select and use the appropriate ones for the organisation • Understand the roles of different major stakeholders (e.g. department heads, business managers) in the life cycle of predictive analytics <p>2. Applications and Processes</p> <ul style="list-style-type: none"> • Involve major stakeholders in the life cycle of predictive analytics (e.g. business managers should be involved in identifying a business challenge, making decisions and evaluating the processes and ROI; IT experts should be involved in model validation, deployment and monitoring) • Deploy appropriate predictive analytics tools to retrieve, organise, analyse and report data • Conduct cause-and-effect analysis on HR procedures and integrated analytics that focus on integrating multiple HR procedures together to tackle strategic issues (e.g. succession planning) • Analyse relevant data to help business leaders make informed decisions with the use of HRIS • Generate relevant reports (e.g. trend analysis, headcount data, performance rating, compensation data) for HR related decisions to reduce attrition and optimise employee performance • Verify report findings and data against the defined criteria of predictive analysis • Present key findings relevant to specific business units or departments <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> • Systematically integrate data from different levels of the organisation and provide insights on attrition and employee performance to senior management • Proactively forecast trends based on findings over a considerable period of time (e.g. last three years)
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Execution of predictive analytics for HR related decisions to reduce attrition and optimise employee performance. • Establishment of an effective approach and system to measure and report HR impact on business performance. • Provision of report on business performance with commentary statistics, analysis, highlights and key findings from HR perspective.
Remark	