

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Measure and report human resource (HR) impact on business performance
Code	107053L4
Range	Measuring and reporting impact on business performance from HR perspective to help the organisation make informed decisions. This applies to the measurement of HR impact on business performance by identifying end users' needs, and maximising effectiveness of HR analytics to drive business outcomes and improvements of human resource management in the organisation.
Level	4
Credit	4
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <ul style="list-style-type: none"> • Understand the principles of producing a quality commentary (e.g. fact based, relevant to the users) to enable an effective measurement and reporting of HR impact on business performance • Understand end users' needs, focus on relevant data analysis and key findings to enable an effective measurement and reporting of HR impact on business performance <p>2. Applications and Processes</p> <ul style="list-style-type: none"> • Liaise with business units / departments to collect relevant HR data / information based on predefined data fields in the HR systems • Check data from various sources to form the foundation of data warehouse or reporting engine • Retrieve organise check and update relevant HR data / information to measure impact on business performance with the use of HRIS if applicable • Produce the report of HR impact on business performance with provision of commentary statistics, analysis, highlights and key findings <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> • Proactively liaise with business units / departments to collect latest HR data / information and update the HR systems
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Adoption of an effective approach and system to measure and report HR impact on business performance. • Provision of assistance in completing the report of HR impact to on business performance.
Remark	