

## Specification of Competency Standards for Human Resource Management

### Unit of Competency

Title	Collect information of employment market trend and issues that affect employment
Code	107075L4
Range	Collecting and interpreting data about the employment market trend and issues in respective operating markets and jurisdictions into meaningful information. This applies to the process of collection of employment market information and identification of impact of changes on the organisation, as an integral part of risk management.
Level	4
Credit	4
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <ul style="list-style-type: none"> <li>• Understand the importance of effective risk management in minimising the probability and impact of employment issues affecting organisation success and business results (e.g. employee unrest and undesirable employee turnover)</li> <li>• Understand different sources that provide information on employment market trend</li> </ul> <p>2. Applications and Processes</p> <ul style="list-style-type: none"> <li>• Search for and maintain strong network with external consultants specialised in manpower resourcing, human resource (HR) professional bodies, government departments and regulatory bodies to understand the latest employment market trend</li> <li>• Collect the latest employment market trend and interpret the impact of change in employment related ordinances on the organisation</li> <li>• Interpret market data into meaningful information to enable accurate risk assessment</li> </ul> <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> <li>• Search for and use new channels (e.g. following related blogs, participating in related forums and communities) to possess updated knowledge of changes in employment market, human capital risks and issues that affect employment</li> </ul>
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> <li>• Identification of network with relevant information sources (e.g. external consultants specialised in manpower resourcing, HR professional bodies, government departments and regulatory bodies) in order to possess updated knowledge of changes in employment market, human capital risks and issues that affect employment.</li> <li>• Identification of the impact of changes in employment market on the organisation.</li> </ul>
Remark	