

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Identify critical risks which affect business development continuity and people risk profile
Code	107076L5
Range	Assessing and managing critical risks which affect business development continuity and people risk profile. This applies to the risk management with the involvement of major stakeholders that incorporates human resource perspective into the organisation's business planning and decision-making.
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 different types of critical risks (e.g. human risk, compliance risk, operational risk, reputational risk) which affect business development and continuity • Understand the importance of managing stakeholder relationship in risk management 2. Applications and Processes <ul style="list-style-type: none"> • Partner with major stakeholders of the organisation to assess critical risks which affect business development and continuity • Articulate people risks and potential damages to the business (e.g. over-reliant on key personnel, difficulties acquiring or developing new skills) with senior management and key stakeholders • Identify alternatives with major stakeholders to address critical risks (e.g. manpower shortage) which affect business development and continuity • Partner with major stakeholders to identify the appropriate risk management approaches (e.g. risk reduction, transfer of risk) to manage / minimise risks 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Develop and adopt risk management policies concerning business development and continuity • Proactively engage major stakeholders throughout the process
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of regular meetings with major stakeholders to assess and manage critical risks which affect business development and continuity. • Execution of two-way communication with major stakeholders to address critical risks (e.g. manpower shortage) and identify the appropriate approaches (e.g. risk reduction, transfer of risk) to manage / minimise risks.
Remark	