

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Evaluate organisational or key business risks of human resource (HR) functions
Code	107080L6
Range	Evaluating organisational or key business risks of HR functions to maintain uninterrupted HR support and services. This applies to the identification of potential risks and development of risk management plan for HR programmes and activities with the involvement of major stakeholders.
Level	6
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 the importance of uninterrupted HR support and services to the organisation such as in legal, moral, financial and business perspectives • Understand the risk management process adopted by the organisation 2. Applications and Processes <ul style="list-style-type: none"> • Evaluate and determine potential risks of HR programmes and activities (e.g. potential financial abuse of compensation and benefits, discriminatory practices of hiring, critical skills shortage) • Establish a risk management plan for HR programmes and activities, and obtain professional advice about the risk management plan as appropriate • Engage stakeholders in risk identification and risk management planning in order to have an organisation-wide perspective 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Evaluate and introduce changes in the risk management plan on a regular basis for provision of uninterrupted HR support and services at all times
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of risk management plan for HR programmes and activities for provision of uninterrupted HR support and services. • Execution of regular review of potential risks of HR programmes and activities (e.g. potential financial abuse of compensation and benefits, discriminatory practices of hiring, critical skills shortage) with major stakeholders.
Remark	