

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Evaluate effectiveness of employee wellness and work-life balance initiatives
Code	107106L6
Range	Evaluating the effectiveness, demonstrating the value and recommending improvement areas of employee wellness and work-life balance initiatives. This applies to the periodic review and alignment of employee wellness and work-life balance initiatives with the organisation's human resource (HR) strategies, with the involvement of all employees.
Level	6
Credit	5
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <ul style="list-style-type: none"> • Understand the relation between HR strategies and employee wellness and work-life balance initiatives in the organisation in order to design an appropriate evaluation mechanism • Understand different HR metrics adopted in measuring effectiveness of relevant initiatives <p>2. Applications and Processes</p> <ul style="list-style-type: none"> • Design mechanism using clear parameters to evaluate effectiveness of employee wellness and work-life balance on a regular basis • Investigate both quantitative and qualitative feedback from employees for evaluation of employee wellness and work-life balance initiatives • Investigate the participation rate and employee responses to employee wellness and work-life balance initiatives • Interpret HR metrics (e.g. turnover rate, medical claim ratio, absenteeism, engagement level) • Determine impact of the initiatives on the organisational HR strategies (e.g. talent attraction and retention, employer branding, employee engagement) and refine the direction of the initiatives as appropriate • Engage all employees in the evaluation process <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> • Present to senior management the results of evaluation and recommendations to enhance employee wellness and work-life balance initiatives • Define the scope of evaluation to cover multiple factors or levels (e.g. from employee reaction to business impact)
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Execution of evaluation of employee wellness and work-life balance initiatives in accordance with the predefined parameters and mechanism. • Provision of recommendations to enhance the organisation's HR strategies in driving employee wellness and work-life balance. • Engagement of all employees in the evaluation of initiatives and HR strategies related to employee wellness and work-life balance.
Remark	