

# Specification of Competency Standards for Human Resource Management

## Unit of Competency

Title	Design corporate social responsibility (CSR) direction, strategy and policies
Code	107107L6
Range	Designing CSR direction, strategy and policies in alignment with the organisation's business strategies, employee needs and socio-political environment. This applies to the design of a CSR direction to express the organisation's commitments to contribute to the community, as well as CSR strategy and policies in alignment with the organisation's business strategies and value creation for both the employees and the community.
Level	6
Credit	6
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> <li>1. Knowledge in the Subject Area <ul style="list-style-type: none"> <li>• Understand the latest CSR trends and current social needs, as well as the organisation's business strategies and employee needs</li> <li>• Understand the socio-political environment in which the organisation operates in order to establish appropriate CSR direction and strategy for the organisation</li> </ul> </li> <li>2. Applications and Processes <ul style="list-style-type: none"> <li>• Design CSR direction, strategy and policies for the organisation</li> <li>• Establish long-term and short-term plans to operationalise the organisation's CSR direction and strategy</li> <li>• Establish guidelines and mechanisms in facilitating CSR initiatives</li> <li>• Determine channels to recognise employee participation and contributions to CSR initiatives</li> <li>• Drive CSR initiatives by providing necessary support to leaders and members of volunteer teams</li> </ul> </li> <li>3. Professional Behaviour and Attitude <ul style="list-style-type: none"> <li>• Proactively explore and introduce new elements of CSR initiatives (e.g. collaboration with external parties in driving cost-effectiveness)</li> </ul> </li> </ol>
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> <li>• Establishment of CSR direction, strategy and policies to demonstrate the organisation's commitment to both its employees and the community.</li> <li>• Establishment of long-term and short-term plans to drive CSR with consistency and determination.</li> <li>• Establishment of guidelines (e.g. disclosure of the organisation's CSR strategy, initiatives and performance in its financial reports) and mechanisms in driving CSR initiatives (e.g. employee volunteering opportunities).</li> </ul>
Remark	