

Specification of Competency Standards
for the Information & Communications Technology Industry
Unit of Competency

Functional Area - Strategic Management

Title	Formulate human resource strategy
Code	111214L6
Range	Formulate the human resource strategy of an organisation to enhance its economic performance, employee and organisational productivity, survival rate as an organisation entity, labour turnover, customer satisfaction, organisation image and its social and legal responsibilities, etc.
Level	6
Credit	6 (For Reference Only)
Competency	<p>Performance Requirements</p> <p>1. Possess knowledge in the subject area</p> <ul style="list-style-type: none"> • Understand the criticality and the importance of having an HR strategy and the role of strategic HR management • Extensive experience in HR strategies formulation at the corporate level • Possess in-depth knowledge of the organisation's mission, vision, business goals, and HR policies • Exhibit extensive knowledge of strategic HR management and strategy formulation techniques • Possess extensive knowledge of business strategy and business planning • Critically understand the importance and business impact of effective people management • Extensively knowledgeable of local/international labour and HR-related laws <p>2. Formulate Human Resource strategies</p> <ul style="list-style-type: none"> • Ascertain organisation's mission, vision and short to long term business objectives • Steer the HR strategy development team to understand and develop the organisation's HR strategies which align with the organisation's mission, vision and objectives • Conduct analyses of the organisation, focusing on the people side of the organisation to identify the strengths, weaknesses in areas such as current skills, capabilities • Conduct research in identifying opportunities and threats that could change or impact the human resources of the organisation. • Review and analyse the results of various findings; interpret and integrate under the context of local, regional and global challenges; translate into HR strategies that will deliver the maximised benefits to the organisation, people, business, customers and industry • Periodically reassess policies and strategies to account for the digital transformation of the industry due to technological advancements • Adoption of the HR strategy at the board/decision level; integrate as part of the organisation strategy and operation plans <p>3. Exhibit professionalism</p> <ul style="list-style-type: none"> • Be updated with current industry human resource requirements and local and regional industry growth, and develop the right strategy for the organisation to achieve its business goals • Always strike a proper balance of interest among all stakeholders
Assessment Criteria	<p>The integrated outcome requirements of this UoC are the abilities to :</p> <ul style="list-style-type: none"> • Analyse the current status of the organisation in terms of its human resources standing

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	<ul style="list-style-type: none">• Formulate human resource strategy that aligned with the organisation's goals and needs that accounted for the digital transformation of the industry• Evaluate analyses and research results to formulate effective strategies that can be used to derive HR management framework for implementation
Remark	