

Specification of Competency Standards
for the Manufacturing Technology Industry
Unit of Competency

Functional Area - Operations Management

Title	Formulate intellectual capital development strategies
Code	106598L6
Range	This unit of competency is applicable to each corporation of Manufacturing Technology Industry. Practitioners should be capable to carry out analysis on intellectual capital development demand and talents training strategies in accordance with corporate development targets and strategies, so as to develop a set of innovative and systemic intellectual capital development strategies.
Level	6
Credit	6 (For Reference Only)
Competency	<p>Performance Requirements</p> <p>1. Understand relevant knowledge of formulating intellectual capital development strategies</p> <ul style="list-style-type: none"> • Understand corporate development targets, mission, vision and core value • Understand corporate development strategies • Understand the importance of training and intellectual capital development to the corporation, such as the relations between training and developing human resource management, as well as contributions to corporation • Understand learning theory, including learning objective, learning process and style, as well as learning curve and motivation • Understand training theories, including job training methods and theories, adult education and training theories, design methods of training courses as well as evaluation methods of training benefits etc. • Understand labour market characteristics, education and human development policies of the industry and the whole society. <p>2. Formulate intellectual capital development strategies</p> <ul style="list-style-type: none"> • Base on corporate development policy, ensure the corporate training and development direction • Analyse human resources level and training demand • Formulate human resource development and training strategies • Formulate formal and informal training strategies and methods for management • Formulate training budget <p>3. Professional handling of formulating intellectual capital development strategies</p> <ul style="list-style-type: none"> • Ensure corporate policies meet the latest developments • Follow legislation of each country to protect the interests of the corporation • Prevent any abuse or corruption through the process of formulating intellectual capital development strategies
Assessment Criteria	<p>The integrated outcome requirements of this unit of competency are:</p> <ul style="list-style-type: none"> • Capable to ensure the corporate training and development direction in accordance with the corporate development policy. • Capable to analyse the labour demand of each position of the corporation, so as to formulate human resource development and training strategies and relevant budget.
Remark	