

**Specification of Competency Standards**  
**for the Property Management Industry**  
**Unit of Competency**

Functional Area - Human Resources Management relating to a Property

Title	Devise and develop the overall human resources
Code	110591L6
Range	Human resources development and planning, applicable to devising and developing the policy of overall human resources development
Level	6
Credit	6
Competency	<p>Performance Requirements</p> <p>1. Integrate human resources development</p> <ul style="list-style-type: none"> <li>• Integrate the trends in human resource development in properties, market developments and any additions/updates to legislations</li> </ul> <p>2. Plan overall direction of human resources development</p> <ul style="list-style-type: none"> <li>• Be able to integrate important elements such as emerging property management industry knowledge and skills, legal and licensing requirements, and tenant and customer needs to plan an overall human resources development policy</li> <li>• Be able to plan the overall allocation of resources in response to the human resource development policy in order to achieve the desired results</li> <li>• Be able to study and analyse the development of the human resources market, and devise prospective planning on the overall direction of the human resources development (including training) of the organisation in response to the market development and the current situation of the organization</li> <li>• Be able to review the organisation's human resources development strategy on a regular and ad hoc basis, revise and improve the development policy in response to market, customer and employee factors</li> </ul>
Assessment Criteria	<p>The integral outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> <li>• Be able to integrate trends in human resource development in properties, market developments and changes in legislation;</li> <li>• Be able to integrate knowledge and important elements of new property management industry to plan the development direction of human resources;</li> <li>• Be able to plan the overall allocation of resources to achieve the expected results effectively in response to the human resource development policy; and</li> <li>• Be able to plan the overall direction of the organisation's human resources development prospectively in response to market developments and the current situation of the organisation, review the specific results and make improvements.</li> </ul>
Remark	