

Specification of Competency Standards
for the Retail Industry
Unit of Competency

Functional Area - Human Resources Management

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| Title | Assess the talent needs of e-business corporate |
| Code | 107275L6 |
| Description | From the market demand and according to the characteristics and needs of the corporate, recruit appropriate talent so as to support corporate development. |
| Level | 6 |
| Credit | 3 (For Reference Only) |
| Competency | <p>Performance Requirements</p> <p>1. Master the concept of e-business talent needs</p> <ul style="list-style-type: none"> • Understand the function and importance of e-business talent in corporate • Predict the needs of e-business talent, including but not limited to technical, marketing and supply chain • Evaluate human resource needs and develop relevant recruitment and training strategies based on business development <p>2. Analyse the reasons of the growing demand on e- business talents</p> <ul style="list-style-type: none"> • Prediction to the business model of e-business • Analyse the characteristics of new markets, new businesses, and new users created by the popularity of the Internet <p>3. Exhibit professionalism</p> <ul style="list-style-type: none"> • Comply with the relevant legal requirements in developing the e-business talent requirement strategy. |
| Assessment Criteria | <p>The integrated outcome requirement of this UoC is the ability to:</p> <ul style="list-style-type: none"> • Master the concept of talent demand for e-business corporate • Analyze the reasons for the increasing demand for talents in e-business corporate and the criteria for the direction of talent demand, and to develop relevant recruitment and training strategies. |
| Remark | |