Assessment Requirements for BSBHRM527 Coordinate human resource functions and processes

Assessment Requirements for BSBHRM527 Coordinate human resource functions and processes

Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 7.0.

Performance Evidence

The candidate must demonstrate the ability to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including evidence of the ability to:

- coordinate human resource functions and processes for an organisation or work area within legislative, organisational and business ethical frameworks.

In the course of the above, the candidate must:

- communicate effectively with a range of relevant stakeholders at various levels of seniority
- identify and arrange training support where appropriate
- calculate human resource return on investment within the organisation.

Knowledge Evidence

The candidate must be able to demonstrate knowledge to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including knowledge of:

- legal and compliance requirements that apply to managing human resources
- relevant legislative requirements and organisational policies and procedures
- relevant business ethical frameworks
- key features of human resource strategies and planning processes and their relationship to business and operational plans
- key methods of performance and contract management
- how feedback can be used to modify the delivery of human resources.

Assessment Conditions

Skills in this unit must be demonstrated in a workplace or simulated environment where the conditions are typical of those in a working environment in this industry.

This includes access to:

- business strategy and operation plans

- legislation, regulations and codes of practice relevant to human resources processes.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

Links

Companion Volume Implementation Guide is found on VETNet - https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=11ef6853-ceed-4ba7-9d87-4da407e23c10

PwC's Skills for Australia