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**TITLE:** Demonstrate knowledge and insight into the relationship between strategic human resource planning and an organisation's strategic planning

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**NLRD**

**LEVEL ON NQF:** 6

**CREDITS:** 3

**FIELD:** Business, Commerce and Management Studies

**SUB FIELD** Generic Management

**PURPOSE:**

This Unit Standard is intended specifically for learners in senior and middle management in the Public Service who need to understand the importance of integrated human resource planning. It may be useful for managers in other organisations.

The qualifying learner is capable of:

- Explaining the role of a strategic plan in the achievement of an organisation's mandate.
- Explaining the role of a strategic human resources plan in enabling an organisation to reach its deliverables.
- Discussing the importance of integrated human resource planning.
- Developing a human resources strategy to bridge an identified gap.

**LEARNING ASSUMED TO BE IN PLACE:**

It is assumed that learners are competent in Communication and Mathematical Literacy at Level 4.

**SPECIFIC OUTCOMES AND ASSESSMENT CRITERIA:**

**Specific Outcome 1:** Explain the role of a strategic plan in the achievement of an organisation's mandate

Assessment Criteria:

- 1.1 The reason for the existence of an organisation is explained with reference to its mandate.
- 1.2 An organisation's deliverables are analysed from the strategic objectives.

**Specific Outcome 2:** Explain the role of a strategic human resources plan in enabling an organisation to reach its deliverables

Assessment Criteria:

- 2.1 Resources needed to make deliverables a reality are analysed from an organisation's strategic plan.

- 2.2 The competencies required to enable an organisation to achieve its deliverables are analysed with reference to workforce analysis issues.

**Specific Outcome 3: Discuss the importance of integrated human resource planning**

Assessment Criteria:

- 3.1 The implications of strategic planning without reference to human resource planning are discussed with examples.
- 3.2 The consequences of on-going organisational non-delivery are discussed with reference to the strategic human resource plan.
- 3.3 A risk management process is applied to strengthen the strategic management process.

**Specific Outcome 4: Develop a human resource strategy to bridge an identified gap**

Assessment Criteria:

- 4.1 Human resource challenges are identified in a strategic plan.
- 4.2 A strategy is designed to bridge a planning gap.

**ACCREDITATION AND MODERATION:**

1. Anyone assessing a candidate against this Unit Standard must be registered as an assessor with the relevant ETQA or ETQA where a Memorandum of Understanding (MOU) exists with the relevant ETQA.
2. Any institution offering learning that will enable achievement of this Unit Standard must be accredited as a provider through the relevant ETQA or ETQA where a Memorandum of Understanding (MOU) exists with the relevant ETQA.
3. Moderation of assessment will be overseen by the relevant ETQA according to the moderation guidelines and the agreed ETQA procedures.

**RANGE STATEMENT:**

The typical scope of this Unit Standard is:

- Resources include, but are not limited to, equipment, human, financial and materials.
- Workforce analysis issues include, but are not limited to employee well being, employment equity, gender, disability, absenteeism, age profile, organisation structure, skills and competencies, training and development requirements, organisational culture, employment types and resources.
- An organisation includes, but is not limited to Government Departments.

**NOTES:**

**CRITICAL CROSS-FIELD and DEVELOPMENTAL OUTCOMES:**

This Unit Standard supports in particular, the following Critical Cross-field Outcomes at NQF Level 6:

1. The learner is able to identify and solve problems in which responses show that responsible decisions using critical and creative thinking have been made in

discussing the implications if strategic planning does not include human resource planning and in developing a human resource strategy to bridge an identified gap.

2. The learner is able to collect, organise and critically evaluate information in determining the resources needed to make deliverables a reality and in conducting workforce analysis.
3. The learner is able to use science and technology effectively and critically showing responsibility towards the environment and the health of others in using an electronic human resource management system to access information.
4. The learner is able to demonstrate an understanding of the world as a set of related systems by recognising the inter relationship between strategic planning and human resource planning.

2nd draft