

Unit HMR703: Resourcing, Talent Management and Development

Unit code: K/615/3307

RQF level: 7

Aim

The purpose of this unit is to develop competence in understanding and analysing employment markets and demographic trends to create and implement effective, ethical and appropriate resourcing, retention, talent management and development strategies.

Also, the potential and limitations of the contribution of learning and talent development policies and strategies to formulating and achieving objectives at national, organisational, group and individual level will be discussed. Learners will assess the role of HRM professionals in designing, implementing and evaluating strategic planning relevant to employee resourcing, talent management and development.

Learning Outcomes and Assessment Criteria

Learning Outcomes	Assessment Criteria
To achieve this unit a learner must:	Assessment of these outcomes demonstrates the learner can:
1: Understand the theoretical and conceptual basis for employee resourcing and major contemporary developments in employee resourcing and talent management.	1.1: Explain the contextual and environmental themes and trends relevant to employee resourcing and talent management.
	1.2: Explain the strategic significance of employee resourcing and talent management.
2: Understand the features and characteristics of changing employment markets as a basis for effective resourcing and talent management strategies.	2.1: Explain the ways in which employment markets vary and the implications for organisations.
	2.2: Propose ways in which Long and short-term resourcing and talent planning can be carried out.
	2.3: Explain the Human Resource Planning Process.
3: Understand the full range of professional functions associated with long- and short-term talent and succession planning.	3.1: Explain the professional functions.
4: Understand the theoretical and conceptual basis of learning and talent development and contemporary research evidence.	4.1: Explain the theoretical perspective of learning and talent development.
	4.2: Explain the process and practices of learning and talent development.