

Unit Title:	Manage strategic human resources
OCR unit number:	7
Level:	7
Credit value:	5
Guided learning hours:	23
Unit reference number:	A/506/2080

Unit aim and purpose

This unit aims to develop the knowledge and skills required to manage strategic human resources. Upon completion of this unit, learners will have developed an understanding of strategic workforce planning. Learners will be able to optimise retention in an organisation and will be able to manage human resource strategically.

Learning Outcomes	Assessment Criteria	Additional Guidance
The Learner will: 1 Understand strategic workforce planning	The Learner can: 1.1 Analyse the evolution of strategic human resource management theories 1.2 Assess the scope of current and future skills needs of an organisation 1.3 Evaluate the strategic implications of planning and recruitment decisions 1.4 Analyse the use of strategic planning tools to forecast and identify workforce requirements 1.5 Take action to ensure that plans address current and future needs in terms of the sufficiency and mix of skills, knowledge and flexibility of the workforce 1.6 Evaluate the contribution of workforce planning to business success	
2 Be able to optimise retention in an organisation	2.1 Benchmark retention rates against historical performance and relevant industry sectors 2.2 Evaluate the strengths, weaknesses and shortfalls of the skill mix 2.3 Evaluate the factors affecting turnover	

Learning Outcomes	Assessment Criteria	Additional Guidance
	2.4 Review how the coherence and effectiveness of policies and practices contributes to retention 2.5 Evaluate how policies, practices and benefits may be adapted in the light of feedback	Policies and practices may include: <ul style="list-style-type: none"> • Recruitment • Performance management • Training & development.
3 Be able to manage human resources strategically	3.1 Analyse an organisation's business strategy and future intentions 3.2 Develop a human resource strategy that addresses an organisation's strategic objectives and priorities 3.3 Analyse the role of employee engagement in a human resources strategy 3.4 Evaluate the effectiveness of a human resources strategy against agreed evaluation criteria 3.5 Make recommendations for improvement that are aligned with the overall business strategy	

Assessment

This unit is internally assessed by centre staff and externally verified by OCR Assessors.

Guidance on assessment

Skills CFA Assessment Strategy Competence units (S/NVQ)

National Occupational Standards (NOS) mapping/signposting

The mapping in the table below provides an indication of where evidence might be available for assessment against some of the knowledge and understanding contained in the national occupational standards (NOS). It does not claim to guarantee that evidence will meet the NOS.

NOS can be viewed on the relevant Sector Skills Council's website or the Occupational standards directory at www.ukstandards.co.uk.

Occupational standards	Unit number	Title

Additional information

For further information regarding administration for this qualification, please refer to the OCR document '*Admin Guide: Vocational Qualifications*' (A850) on the OCR website www.ocr.org.uk .