

Skills Framework for Human Resource

Programmes that broaden or deepen specific skills and knowledge
for the various job roles in the sector

HR Business Partner

Job Role:

Head, HR Business Partner

Full Qualification Programmes	Providers
Graduate Diploma in Human Capital Management	Singapore University of Social Services
Graduate Certificate in Human Capital Management	Singapore University of Social Services

Technical Skills and Competencies (TSC)			Modular Programmes	Providers
Category	Title	Proficiency Level		
HR Planning	Business Acumen	5	Human Capital Strategy and Business Partnering	Singapore University of Social Services
			Develop a business case for new initiatives	Human Capital (Singapore) Pte Ltd
			HR Leaders Programme	Human Capital Leadership Institute
	Human Resource Practices Implementation	4	Human Capital Strategy and Business Partnering	Singapore University of Social Sciences
	Human Resource Strategy Formulation	5	Human Capital Strategy and Business Partnering	Singapore University of Social Sciences
			HR Leaders Programme	Human Capital Leadership Institute
	Operational Excellence	5	Manage budgets and finances	Human Capital (Singapore) Pte Ltd
			Manage budgets and finances (Blended)	Human Capital (Singapore) Pte Ltd
			Measure human resource functional effectiveness	Human Capital (Singapore) Pte Ltd
			Measure human resource functional effectiveness	Singapore National Employers Federation
Organisational Change Management	5	Leadership and Change Management	Singapore University of Social Sciences	
		HR Leaders Programme	Human Capital Leadership Institute	
Organisational Strategy Development	5	Human Capital Strategy and Business Partnering	Singapore University of Social Sciences	
Employee Attraction	Employer Branding	5	Managing Talent I : Acquisition & Retention	Singapore University of Social Services
			Develop and communicate employer brand position	Human Capital (Singapore) Pte Ltd
			Develop and communicate employer brand position (Blended)	Human Capital (Singapore) Pte Ltd
	Selection Management	5	Managing Talent I : Acquisition & Retention	Singapore University of Social Services
Workforce Development	Employee Mobility Management	5	Total Rewards Strategy	Singapore University of Social Services
	Performance Management	5	Performance Evaluation and Management	SMU Academy
			Managing Talent II : Performance & Development	Singapore University of Social Sciences
			Implement performance management programme	Human Capital (Singapore) Pte Ltd
			Implement performance management programme	Singapore National Employers Federation
	Succession Planning	5	Talent Management and Succession Planning	SMU Academy
			Managing Talent I : Acquisition & Retention	Singapore University of Social Sciences
			Develop a framework and strategies for succession management	Human Capital (Singapore) Pte Ltd
Develop a framework and strategies for succession management			Singapore National Employers Federation	
Workforce Engagement	Employee Communication Management	4	Employee Engagement	NTUC LearningHub Pte Ltd
	Employee Relationship Management	4	Develop and evaluate a framework for managing conflict, grievances and disputes	Singapore National Employers Federation
			Develop strategies and policies for employee relations	Human Capital (Singapore) Pte Ltd

			Develop strategies and policies for employee relations	Singapore National Employers Federation
	Total Rewards Philosophy Development	5	Total Rewards Strategy	Singapore University of Social Services
Employee Separation	Involuntary Exit Management	5	Managing Talent I : Acquisition & Retention	Singapore University of Social Sciences
	Voluntary Exit Management	5	Managing Talent I : Acquisition & Retention	Singapore University of Social Sciences
General HR Management	Human Resource Advisory	5	Human Capital Strategy and Business Partnering	Singapore University of Social Services

For Generic Skills and Competencies (GSCs) programme listing, please refer to Section (v) (c) - View the Training Programmes for Generic Skills and Competencies (GSCs). Click this [link](#) to access the section.