

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

Performance and Rewards

Job Role:	
Head, Performance and Rewards	
Full Qualification Programmes	Providers
Graduate Diploma in Human Capital Management	Singapore University of Social Sciences
Graduate Certificate in Human Capital Management	Singapore University of Social Sciences

Technical Skills and Competencies (TSC)			Modular Programmes	Providers
Category	Title	Proficiency Level		
HR Planning	Business Acumen	5	Develop a business case for new initiatives	Human Capital (Singapore) Pte Ltd
			HR Leaders Programme	Human Capital Leadership Institute
	Human Resource Policies and Legislation Framework Management	5	Labour Policies and Legislation	Singapore Polytechnic
			Develop human resource policy framework	Human Capital (Singapore) Pte Ltd
			Develop human resource policy framework	Singapore National Employers Federation
	Human Resource Strategy Formulation	5	HR Leaders Programme	Human Capital Leadership Institute
	Operational Excellence	5	Measure human resource functional effectiveness	Human Capital (Singapore) Pte Ltd
			Measure human resource functional effectiveness	Singapore National Employers Federation
			Manage budgets and finances	Human Capital (Singapore) Pte Ltd
			Manage budgets and finances (Blended)	Human Capital (Singapore) Pte Ltd
Organisational Change Management	5	HR Leaders Programme	Human Capital Leadership Institute	
Organisational Design	5	Lead Organisational Design	Singapore National Employers Federation	
Organisational Strategy Development	5	Human Capital Strategy and Business Partnering	Singapore University of Social Sciences	
Strategic Workforce Planning	5	Talent Acquisition	SMU Academy	
Workforce Development	Employee Mobility Management	5	Total Rewards Strategy	Singapore University of Social Sciences
Workforce Engagement	Benefits Management	5	Total Rewards Strategy	Singapore University of Social Sciences
	Compensation Management	5	Total Rewards Strategy	Singapore University of Social Sciences
	Employee Communication Management	4	Employee Engagement	NTUC LearningHub Pte Ltd
	Executive Remuneration Management	5	Develop strategies for executive compensation	Human Capital (Singapore) Pte Ltd
	Executive Remuneration Management	5	Total Rewards Strategy	Singapore University of Social Sciences
			Develop and evaluate employee health and wellbeing programmes	Human Capital (Singapore) Pte Ltd
	Performance Management	5	Managing Talent II : Performance & Development	Singapore University of Social Sciences
	Total Rewards Philosophy Development	5	Total Rewards Strategy	Singapore University of Social Sciences
General HR Management	Human Resource Advisory	5	Human Capital Strategy and Business Partnering	Singapore University of Social Sciences

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.