

**SKILLS FRAMEWORK FOR HUMAN RESOURCE
TECHNICAL SKILLS & COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	General Human Resource Management					
TSC	Human Resource Analytics and Insights					
TSC Description	Deploy statistical and analytical techniques and tools to generate human resource-related insights and projections to support the business					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
		HRS-HRM-2030-1.1	HRS-HRM-3030-1.1	HRS-HRM-4030-1.1	HRS-HRM-5030-1.1	
		Perform basic analyses to draw inferences from data	Conduct data analyses and statistical modelling to derive insights	Align requirements of statistical models to organisational needs to draw and present relevant business insights	Direct the identification and investigation of human resource (HR) issues through data analytics and insight generation	
Knowledge		<ul style="list-style-type: none"> Hypothesis-testing concepts and methods Statistical methods in data analysis Types of data analysis Legal and ethical considerations when using the data for analytics 	<ul style="list-style-type: none"> Types of data and data sources Types of tools and programming languages Data collection processes Concepts of data quality Methods of working with datasets and filtering noise data Types of statistical data modelling techniques Methods of creating reports of findings from analytical work 	<ul style="list-style-type: none"> Applications of advanced analytical methods in a human resource (HR) context Principles of analytics architecture Methods of reviewing statistical models Existing analytical tools or data warehouse in the organisation Types of data analytics technologies and tools Methods of preparing statistical models for operational use Types of data presentation techniques 	<ul style="list-style-type: none"> Organisational vision and strategy Types of business issues that can be investigated using analytics Components of different data analytics technologies and tools Types of data frameworks Methods of forming a data analytics plan 	
Abilities		<ul style="list-style-type: none"> Apply hypothesis-testing concepts and methods on data Identify statistical methods to address simple problems Perform data analyses using basic statistical methods and techniques Determine the relationships between variables Identify unintended outcomes produced by analytical models 	<ul style="list-style-type: none"> Review data requirements for human resource (HR) analytics Load data into the analytics platform Cleanse the data according to the data requirements Utilise a range of statistical methods and analytics approaches to data Conduct statistical modelling of data Prepare numeric or 	<ul style="list-style-type: none"> Select the runtime environments for the statistical models to be deployed Define user requirements with the relevant stakeholders Define the analytics architecture requirements Publish the statistical models to production Develop processes to support the operations of the model with relevant 	<ul style="list-style-type: none"> Define the business issues to be investigated using analytics with key business stakeholders Select appropriate analytics technologies and tools Conceptualise new data models and evaluate existing models for suitability Prioritise issues and new areas of focus that can be analysed Provide leadership and 	

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		<ul style="list-style-type: none"> • Draw accurate inferences from data 	<p>visual presentations of data to report analysis findings</p> <ul style="list-style-type: none"> • Resolve any issues arising during the data preparation • Interpret findings from data analyses and statistical modelling • Develop technical and business reports with the analytical findings 	<p>stakeholders</p> <ul style="list-style-type: none"> • Fine-tune the deployed models to ensure that it delivers the expected outcomes • Implement analytical and visualisation techniques to present large quantities of data • Evaluate results to extract insights that may affect business HR strategies 	<p>expert guidance for analysing both internal and external data</p> <ul style="list-style-type: none"> • Evaluate the business impact and viability of the insights derived • Communicate business insights using textual, numeric, graphical and other visualisation methods appropriate to the target audience • Lead the application of analytics for future business planning 	
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