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

Job Role: HR Business Partner / HR Manager

<table>
<thead>
<tr>
<th>Full Qualification Programmes</th>
<th>Providers</th>
</tr>
</thead>
<tbody>
<tr>
<td>HR Graduate Certification</td>
<td>SMU Academy</td>
</tr>
<tr>
<td>Specialist Diploma in Human Resource Management - Post-Diploma Certificate in HR and Talent Management</td>
<td>Nanyang Polytechnic</td>
</tr>
<tr>
<td>Specialist Diploma in Human Resource Management - Post-Diploma Certificate in Performance and Compensation Management</td>
<td>Nanyang Polytechnic</td>
</tr>
<tr>
<td>Specialist Diploma in Human Capital Management - Post-Diploma Certificate in Talent Acquisition and Management (ELP)</td>
<td>Nanyang Polytechnic</td>
</tr>
<tr>
<td>Specialist Diploma in Human Capital Management - Post-Diploma Certificate in HR Business Partnering (ELP)</td>
<td>Nanyang Polytechnic</td>
</tr>
<tr>
<td>Specialist Diploma in Career Counselling</td>
<td>Republic Polytechnic</td>
</tr>
<tr>
<td>Specialist Diploma in Enhanced HR Skills - Certificate in Positive Psychology</td>
<td>Singapore Polytechnic</td>
</tr>
<tr>
<td>Specialist Diploma in Enhanced HR Skills - Certificate in Future Skills in HR</td>
<td>Singapore Polytechnic</td>
</tr>
<tr>
<td>WSQ Professional Diploma in Human Resources</td>
<td>Human Capital (Singapore) Pte Ltd</td>
</tr>
<tr>
<td>WSQ Professional Diploma in Human Resources (Human Resource Development)</td>
<td>Human Capital (Singapore) Pte Ltd</td>
</tr>
<tr>
<td>WSQ Professional Diploma in Human Resources (Human Resource Management)</td>
<td>Human Capital (Singapore) Pte Ltd</td>
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</tbody>
</table>

### Technical Skills and Competencies (TSC)

<table>
<thead>
<tr>
<th>Category</th>
<th>Title</th>
<th>Proficiency Level</th>
<th>Modular Programmes</th>
<th>Providers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Acumen</td>
<td>HR Mindsets and Behaviours</td>
<td>4</td>
<td>Strategic HR</td>
<td>SMU Academy</td>
</tr>
<tr>
<td></td>
<td>HR Business Savvy Skills</td>
<td>4</td>
<td>HR Mindsets and Behaviours</td>
<td>Singapore Polytechnic</td>
</tr>
<tr>
<td></td>
<td>Align human resource services with business needs</td>
<td>4</td>
<td>Align human resource services with business needs</td>
<td>Human Capital (Singapore) Pte Ltd</td>
</tr>
<tr>
<td></td>
<td>HR Business Savvy Skills</td>
<td>4</td>
<td>Workforce Planning</td>
<td>NTUC LearningHub Pte Ltd</td>
</tr>
<tr>
<td>Organisational Change Management</td>
<td>Organisational Change Management</td>
<td>4</td>
<td>Delivering Transformational Change</td>
<td>NTUC LearningHub Pte Ltd</td>
</tr>
<tr>
<td></td>
<td>Organisational Design</td>
<td>5</td>
<td>Lead Organisational Design</td>
<td>Singapore National Employers Federation</td>
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<tr>
<td></td>
<td>Organisational Diagnosis</td>
<td>5</td>
<td>Driving HR Innovation through Design Thinking, HR Analytics and HR Technology</td>
<td>Singapore Polytechnic</td>
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<tr>
<td>Workforce Development</td>
<td>Performance Management</td>
<td>4</td>
<td>Performance Evaluation and Management</td>
<td>SMU Academy</td>
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<tr>
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<td>Implement performance management programme</td>
<td>4</td>
<td>Implement performance management programme</td>
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</tr>
<tr>
<td></td>
<td>Implement performance management programme</td>
<td>4</td>
<td>Implement performance management programme</td>
<td>Singapore National Employers Federation</td>
</tr>
<tr>
<td>Workforce Engagement</td>
<td>Performance Management</td>
<td>4</td>
<td>Performance Evaluation and Management</td>
<td>SMU Academy</td>
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<tr>
<td></td>
<td>Implement performance management programme</td>
<td>4</td>
<td>Implement performance management programme</td>
<td>Human Capital (Singapore) Pte Ltd</td>
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<tr>
<td></td>
<td>Implement performance management programme</td>
<td>4</td>
<td>Implement performance management programme</td>
<td>Singapore National Employers Federation</td>
</tr>
<tr>
<td></td>
<td>Employee Engagement</td>
<td>4</td>
<td>Employee Engagement</td>
<td>NTUC LearningHub Pte Ltd</td>
</tr>
<tr>
<td></td>
<td>Resolve grievances and disputes</td>
<td>4</td>
<td>Resolve grievances and disputes</td>
<td>Human Capital (Singapore) Pte Ltd</td>
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<tr>
<td></td>
<td>Resolve grievances and disputes</td>
<td>4</td>
<td>Resolve grievances and disputes</td>
<td>Ong Teng Cheong Labour Leadership Institute</td>
</tr>
<tr>
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<td>Resolve grievances and disputes</td>
<td>4</td>
<td>Resolve grievances and disputes</td>
<td>Singapore National Employers Federation</td>
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<tr>
<td>General HR Management</td>
<td></td>
<td>Manage grievances, discipline and disputes</td>
<td>Singapore National Employers Federation</td>
<td></td>
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<tr>
<td>-----------------------</td>
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<td>------------------------------------------</td>
<td>------------------------------------------</td>
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</tr>
<tr>
<td>Human Resource Analytics and Insights</td>
<td>4</td>
<td>Driving HR Innovation through Design Thinking, HR Analytics and HR Technology</td>
<td>Singapore Polytechnic</td>
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<tr>
<td>Human Resource Service Quality Management</td>
<td>4</td>
<td>Driving HR Innovation through Design Thinking, HR Analytics and HR Technology</td>
<td>Singapore Polytechnic</td>
<td></td>
</tr>
<tr>
<td>Stakeholder Engagement and Management</td>
<td>4</td>
<td>Delivering Transformational Change</td>
<td>NTUC LearningHub Pte Ltd</td>
<td></td>
</tr>
</tbody>
</table>

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.