

Overview of Specialty Area (HR Technology)

IHRP will award Skills Badges for demonstrated experience and application of skills within this Specialty Area. The following document details the Specialty Area and its corresponding skills:

Points to note:

Proficient level: The skills under the HR Technology specialty area is with reference to the competency "Technology and Operational Excellence" under the IHRP Body of Competencies (BoCs) and the "Technical Skills and Competencies (TSCs)" level 3 to 4 under the Skills Framework for HR

Advanced Level: The skills under the HR Technology specialty area is with reference to the competency "Technology and Operational Excellence" under the IHRP BoCs and the "Technical Skills and Competencies (TSCs)" level 5 to 6 under the Skills Framework for HR

You may refer to this link to find out more information on IHRP BoCs: <https://www.ihrp.sg/ihrp-body-of-competencies/>

You may click [here](#) to download the PDF containing the Technical Skills and Competencies Reference from the Skills Framework for HR.

Speciality Area: HR Technology

Definition: Implement and manage HRMS and application of new technologies in HR

Skill	Definition
HR Service Delivery Model	Design and implement an appropriate HR service delivery model to accommodate emerging and changing technologies that will enable HR to add value and impact to the business.
HR Management Systems (HRMS)	Procure, maintain and utilise the HR management systems.
Data Security	Understand how to treat data to maintain its integrity and security.
Process Digitalisation	Play a proactive role and collaborating with IT to ensure technology enhancements are aligned with HR and strategic objectives.
Change Management for HR Technology	Identify business and user needs using techniques such as design thinking and establish business case to build/buy/borrow appropriate and suitable technologies that will add value to the business. Possess broad understanding of the change impact of adopting new HR technology within the organisation.
Emerging Technologies	Evaluate the latest HR technologies available for adoption. Identify, appreciate and describe the possible applications of emerging HR technologies such as intelligent automation, virtualisation, in the context of HR functions.