

Pathway Rotational Program

Body of Knowledge: Human Resources

HR Strategic Planning

Involves the activities necessary for developing, implementing and managing the strategic direction required to achieve organizational success and to create value for stakeholders.

Talent Acquisition

Encompasses the activities involved in building and maintaining a workforce that meets the needs of the Talent Acquisition organization.

HR Technologies

The use of existing, new and emerging technologies to support the HR function, and the development and implementation of policies and procedures governing the use of technologies in the workplace.

Learning and Development

The activities that enhance the knowledge, skills, abilities and other characteristics (KSAOs) and competencies of Learning and Development the workforce to meet the organization's business needs.

Compensation and Benefits

The design and implementation of compensation systems and benefit packages, which employers use to attract and retain employees.

Organizational Effectiveness and Development

The overall structure and functionality of the organization, measurement of long-term and short-term effectiveness, growth of people and processes, and implementation of organizational change and development initiatives.

Diversity and Inclusion

Encompasses activities that create opportunities for the organization to leverage the unique backgrounds and characteristics of all employees to contribute to its success.

Employee and Labor Relation

Refers to any dealings between the organization and its employees regarding the terms and conditions of employment.

