

Human resource management and profession map

[Literature](#), [Russian Literature](#)



In 2009 CUPID commissioned comprehensive surveys for the HER community 4, 500 people answered detailed questions regarding their Jobs, professional needs and future aspirations (Appendix one for more details). The most interactive way to use the Profession Map is to log in to CUPID and use My HER Map. This allows you to access your current capability against the highest standards of professional competence (Appendix Two for more details). There are three main sections to the HER Profession Map:

The Core and Professional Areas. Behaviors. Bands and Transitions. The core Firstly the heart of the map comprises of the core and is made up of two elements: sole foundation for great HER capability. The rationale for the core of the profession map is to ensure that my role as practitioner is contributing to sustainable organizational performance (See Appendix Four) Profession Areas The 8 profession areas are: (Appendix Four) Service delivery and information Organization design Organization development

Resourcing and talent planning Learning and talent development Performance and reward Employee engagement Employee relations The behaviors describe in detail how a professional should carry out their activities (profession areas). Each behavior is described at four bands of professional competence. Contra-indicators illustrate the negative manifestations of each behavior. There are eight behaviors: Curious Decisive thinker Skilled influencer Driven to deliver Collaborative Personally credible Courage to challenge.