

**Work Attachment Learning Objectives
for Human Resource Management Programme**
(effective for students matriculated from year 2019 onwards)

1. Introduction

Work Attachment (WA) is an experiential learning opportunity for students to enhance their employment readiness and employability through a supervised work placement with a Host Organisation (HO) in Singapore or overseas.

Students are encouraged to take on WA opportunities relevant to their study disciplines or alternative pathways to gain valuable real-life work experiences and build up their interdisciplinary skills and competencies. SUSS students may refer to the WA Guidelines in the CEL Portal.

Students may be assigned multidisciplinary tasks and cross-functional projects. Where appropriate, students may seek the approval from Head of CDO for any reasonable departure from their WA approved job functions.

2. Learning Outcomes

Students are encouraged to take on work assignments that build on their programme-based knowledge and skills and competencies from the SkillsFuture Framework ([SSG | Skills Framework \(skillsfuture.gov.sg\)](https://www.skillsfuture.gov.sg)).

(A) Programme-Specific Learning Outcomes

The programme-specific learning outcomes for the Human Resource Management (HRM) Programme are aimed at providing the HRM students with the opportunity to develop technical HR competencies and apply HRM concepts in organizational settings. While WA opportunities are extremely diverse across industries and organizations, HRM students are strongly encouraged to carry out their WA in functional areas relevant to their enrolled field of study and they broadly include:

- i. HR Operations and Technology
- ii. Performance Management and Rewards
- iii. HR Business Partnering
- iv. Talent Attraction
- v. Employee Experience and Relations
- vi. Talent Management
- vii. Learning and Organization Development

HRM students can choose to do their WA either in a specialized/specific HR functional area or maximize their experiential exposure with a HR Generalist role that cuts across different HR functional areas.

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By the end of the WA, the HRM student should be able to achieve the desired outcomes:

- Identify relevant HRM concepts, philosophies, theories, and approaches that contribute to HR functions in the organisation.
- Demonstrate relevant HR competencies with regards to HR knowledge and practice in at least one functional area in HR.
- Demonstrate awareness of the organisation's business, internal and external customers, and the relevant stakeholders.
- Describe the HR role in delivering value and performance that contribute to the organization's business, vision and mission.
- Offer suggestions to help improve HR practices that are feasible and aligned with business needs.
- Produce a final report that covers personal learning and insights gleaned from key tasks' performance and related challenges during WA.

Please refer to the Skills Framework ([SSG | Skills Framework \(skillsfuture.gov.sg\)](https://skillsfuture.gov.sg)) for an overview of the relevant occupation/job role description, skills requirement, and career pathways.

(B) Generic Learning Outcomes

The generic learning outcomes are aligned to the SkillsFuture Framework's critical core skills (CCS): [SSG | Critical Core Skills \(skillsfuture.gov.sg\)](https://skillsfuture.gov.sg).

Students are strongly encouraged to develop these CCS (16 competencies; grouped into 3 clusters) that are most relevant to their specific roles during WA. The CCS are transferable and they serve to enhance students' employability.

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Critical Core Skills (CCS)

