

Human Recourse Planning

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Abstract

Human resource is the main part of the business for any organization. Human resource planning in the business practice should represent generally used and key activity for human resource management because HR in the enterprise and it helps to avoid wastage of human resources.

Human resource planning allows to forecast the future manpower requirements and also to forecast the number and type of employees who will be required by the enterprise in a near future. In the long term period, success of any enterprise depends on whether the right people are in the right places at the right time, which is the nature of human resource planning. Human resource planning has traditionally been used by organizations to ensure that the right person is in the right job at the right time. Under past conditions of relative environmental certainty and stability, human resource planning focused on the short term and was dictated largely by line management concerns. Increasing environmental instability, demographic shifts, changes in technology and heightened international competition are changing the

need for and the nature of human resource planning in leading organizations. Planning is increasing the product of the interaction between line management and planners. Increasing environmental instability, demographic shifts, changes in technology, and heightened international competition are changing the need for and the nature of human resource planning in leading organizations. Planning is increasingly the product of the interaction between line management and planners. Basic process of human resource planning is not only comparing present human resources to future needs but also to identify skill and competency gaps. Competency gap analysis helps to develop required competency line with the organizational mission, vision and strategic objectives. HRP provides strategic basis for taking HR decisions and anticipating change.

Keywords

Human resource, human resource planning, organization, mission.

Introduction

Human resource planning must be an integral part of planning because it is the core of all planning processes of the enterprise. The human being is the most important factor in the operation of the organization. A human resource plan must ensure that there is the right number and structure of people in the right jobs at the right time. These people should meet requirements for the company objectives. Based on this, it can be said that the well processed personnel plan is one of the assumptions for increasing sustainable performance and competitiveness of the organization.

Meaning of Human Resource Planning

The number and type of the human resources required for each job, unit and

total company for a particular future date in order to carry-out organisational activities.

According to Cascio

“Human resource planning can be defined as effort to anticipate future business and environmental demand on an organization, and to provide the employees to fulfill that business and satisfy those demands.”

Process by which an organization ensures that it has the right number and kind of people at the right place and at the right time, capable of effectively and efficiently and completing those tasks that help the organization achieve its overall objectives.

A “Human Resources” strategic plan should be an organizational high priority.



Objectives of the study

- To study about the human resource.
- To study about the human resource planning.
- To knowledge about the factors of affecting HRP.
- To determine the impact of HRP on organizations.
- To study about the problems of HRP.

Methodology

This study based on the secondary data.

Objectives of Human Resource Planning

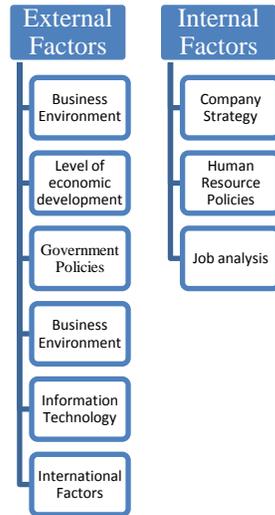
- To foresee the employee turnover.
- To foresee the impact of technology of work.
- To improve the standards skills and knowledge etc.
- To maintain better industrial relation structure of HRP.
- To provide direction to all HR activities and system.
- To make the best use of human resources.

- To maintain the required quality and quality of human resources.

Benefits of HR Planning

- Lower HR cost through better HR management.
- Better development of managerial talent.
- Improve the utilization of human resources.
- Make successful demand on local labour market.
- Co-Ordinate different HR programmes.
- Develop of employees.
- Positive action plan implemented.
- It checks the corporate plan of the organization.
- It helps to take steps to improve HR.
- It facilitates the control of all functions of organization.
- It gives help for uncertainties and changes to the maximum extent possible.
- To plan the physical facilities.
- It gives new ideas for selection based.

Factors affecting HRP



HR Planning Process



Problems in HR Planning

- Accuracy.
- Inadequate support in top management.
- Resistance by employers.
- Resistance by employees.
- Resistance by Trade unions.
- Uncertainties.
- Co-Ordination with other management functions.

Recent Implications



Recent Trend in HRP

- Outsourcing.
- Reduce the cost of human resources.
- Avoid the difficulties in human resources management.
- Reduce the negative implication of Overstaffing.
- Contingency clauses of human resources planning.

Conclusion

Human resource planning is one of the major areas of human resource management. It allows the company to realize its goals, Human resource planning to reduce future

uncertainty and to better operate the organization. A human resource plan must ensure that there is the right number and structure of people in the right jobs at the right time. These people should meet the required business goals and plan may not be filled and also the competition can dislodge the company from achieved market position.

References

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