

Module 1-Introduction to Human Resource Planning

LECTURE-1

Topics Covered

Concept, Meaning, Definition and Need for HRP

HR planning definition

- Human Resource planning is the process by which an organisation ensures that:
 - It has the right number and kinds of people,
 - At the right places,
 - At the right time,
 - Capable of effectively and efficiently completing those tasks that will help the organisation achieve its overall strategic objectives.
- It is the process of assessing the future supply of and demand for human resources.
- It also provides mechanisms to eliminate any gaps that may exist between supply and demand

- It is a process of determining what positions in the firm will have to be filled and when
- Human Resource planning translates the organization's overall goal into the number and types of workers needed to meet those goals.
- Without clear-cut planning, estimation of an organization's human resource need is reduced to mere guesswork.
- Thus, HR planning determines the number and types of employees to be recruited into the organization or phased out of it

OBJECTIVES OF HUMAN RESOURCE PLANNING

The following are the objectives of human resource planning:

1. Assessing manpower needs for future and making plans for recruitment and selection.
2. Assessing skill requirement in future for the organization.
3. Determining training and the development needs of the organization.
4. Anticipating surplus or shortage of staff and avoiding unnecessary detentions or dismissals.
5. Controlling wage and salary costs.
6. Ensuring optimum use of human resources in the organization.
7. Helping the organization to cope with the technological development and modernization.
8. Ensuring career planning of every employee of the organization and making succession programmes.
9. Ensuring higher labour productivity.

NEED FOR HUMAN RESOURCE PLANNING

- Human resource planning is needed for foreseeing the human resource requirements of an organization and supply of human resources. Its need can be assessed from the following points:
- Replacement of Persons: A large number of persons are to be replaced in the organization because of retirement, old age, death, etc. There will be a need to prepare persons for taking up new position in such contingencies.
- Labour Turnover: There is always labour turnover in every organization. The degree of labour turnover may vary from concern to concern but it cannot be eliminated altogether. There will be a need to recruit new persons to take up the positions of those who have left the organization. If the concern is able to forecast turnover rate precisely, then advance efforts are made to recruit and train persons so that work does not suffer for want of workers.

NEED FOR HUMAN RESOURCE PLANNING

- **Expansion Plans:** Whenever there is a plan to expand or diversify the concern then more persons will be required to take up new positions. Human resource planning is essential under these situations.
- **Technological Changes:** The business is working under changing technological environment. There may be a need to give fresh training to personnel. In addition, there may also be a need to infuse fresh blood into the organization. Human resource planning will help in meeting the new demands of the organization.
- **Assessing Needs:** Human resource planning is also required to determine whether there is any shortage or surplus of persons in the organization. If there are less persons than required, it will adversely affect the work..

WHY human resource planning???

- As Rothwell (1995) suggested: ‘

Apart from isolated examples, there has been little research evidence of increased use or of its success’. She explains the gap between theory and practice as arising from:

- the impact of change and the difficulty of predicting the future – ‘the need for planning may be in inverse proportion to its feasibility’;
- the ‘shifting kaleidoscope’ of policy priorities and strategies within organizations;
- the distrust displayed by of many managers of theory or planning – they often prefer pragmatic adaptation to conceptualization;
- the lack of evidence that human resource planning works

REFERENCES

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- M. Sudhir Reddy - Human Resource Planning-2017
- Web Resources

<https://www.youtube.com/watch?v=tXLk8Q1Ok1A>

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