

UNIT-2

**HUMAN RESOURCE
PLANNING**

Outcome of the session

- After completing this module the students will be able to:
- Understand the meaning and definition of human resource planning.
- Having the knowledge of the process of human resource planning.
- Factors affecting human resource planning.
- What is the importance of human resource planning?

INTRODUCTION

- Human Resource planning is the process by which a management determines how an organisation should move from its current manpower position to its desired manpower position.

HUMAN RESOURCE PLANNING



Human Resource Planning Process



Cont....

- **Environment scanning**
- **Labour demand forecast**
 - A. Qualitative Methods
 - B. Quantitative Methods
- **Labour supply forecast**
 - A. Internal supply
 - B. External supply

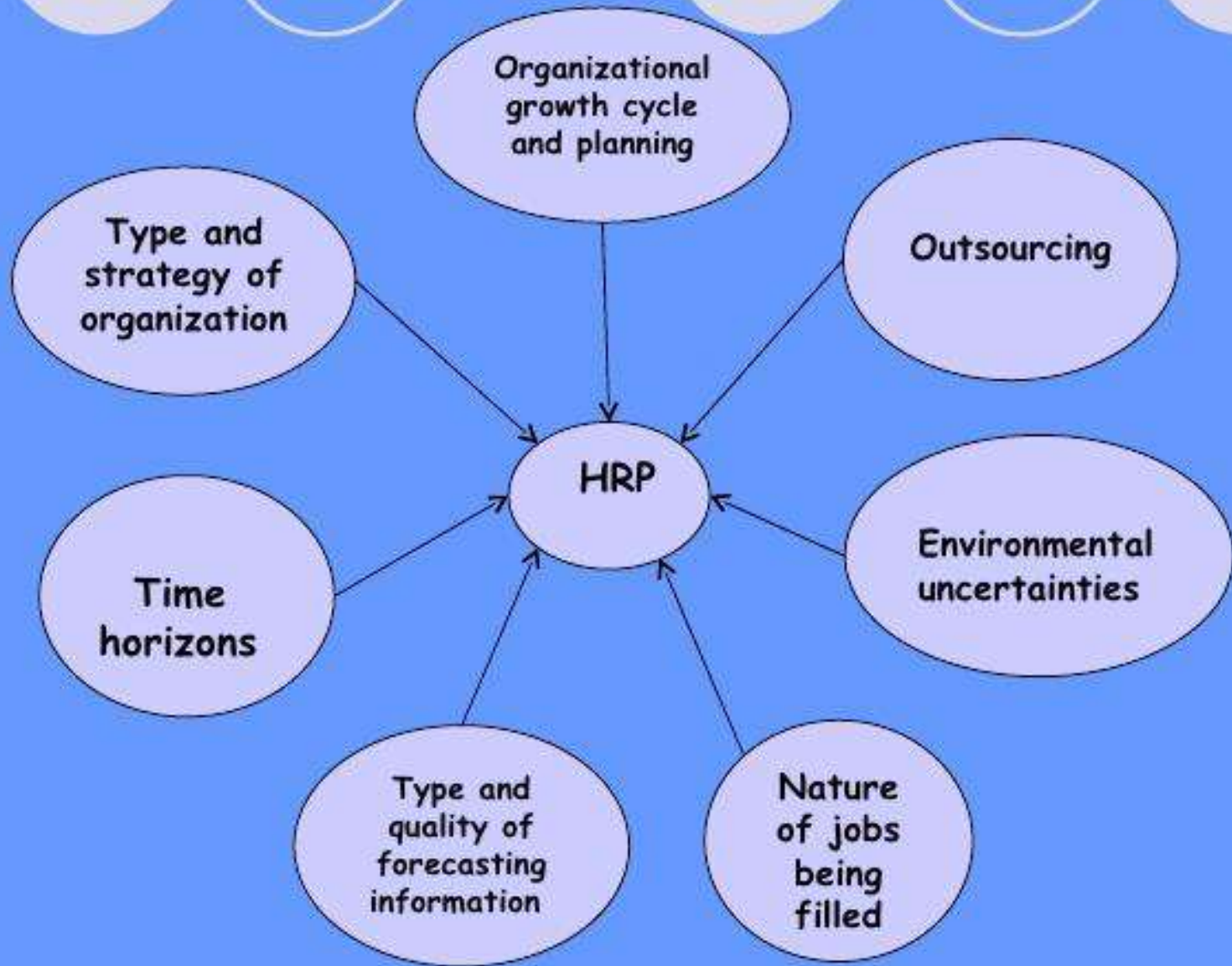
Cont.....

- **Gap analysis**
- **Action Programming**
- **Control and Evaluation**

Planning

- Type and strategy of organization
- Organisational growth cycle and planning
- Outsourcing
- Environmental uncertainties
- Nature of jobs being filled
- Type and quality of forecasting information
- Time horizons

Factors Affecting HRP :



Planning

- **Future Manpower Needs**
- **Coping With Change**
- **Recruitment of Talented Personnel**
- **Development of Human Resources**
- **Proper Utilization of Human Resources**
- **Uncertainty Reduction**
- **Other potential benefits**