

UNIT-2

Human Resource Planning
Topic-HRP Objective & Factors

Human Resource Planning – Objectives

- (i) Proper assessment of human resources needs in future.
- (ii) Anticipation of deficient or surplus manpower and taking the corrective action.
- (iii) To create a highly talented workforce in the organization.
- (iv) To protect the weaker sections of the society.
- (v) To manage the challenges in the organization due to modernization, restructuring and re-engineering.
- (vi) To facilitate the realization of the organization's objectives by providing right number and types of personnel.

Human Resource Planning – Factors

External Factors

- Government Policies
- Level of Economic Development
- Business Environment
- Level of Technology
- International Factors
- Outsourcing

Cont....

- **Internal Factors**
- Company policies and strategies
- Human resource policies
- Job analysis
- Time horizons
- Type and quality of information
- Company's production operations policy
- Trade unions

Discussion

- Can you suggest some ways of making **human resource planning** more effective?
- **Where Does Training and Staff Development Fit With Human Resources Planning?**

Human Resource Planning at Different Levels

- National level
- Sector level
- Industry level
- Unit level
- Departmental level
- Job level
- Information technology

Books and References

- **Aswathappa, K. *Human Resource Management. Tata McGraw-Hill***
- **David A. DeCenzo and Stephen P. Robbins. *Fundamentals of Human Resource management***
- **<http://www.slideshare.net/PranavKumarOjha/17819725-humanresourceplanning>**

Idiom and Phrases

- **1. 'The best of both worlds'** – means you can enjoy two different opportunities at the same time.
“By working part-time and looking after her kids two days a week she managed to get the best of both worlds.”
- **2. 'Speak of the devil'** – this means that the person you're just talking about actually appears at that moment.
“Hi Tom, speak of the devil, I was just telling Sara about your new car.”
- **3. 'See eye to eye'** – this means agreeing with someone.
“They finally saw eye to eye on the business deal.”
- **4. 'Once in a blue moon'** – an event that happens infrequently.
“I only go to the cinema once in a blue moon.”
- **5. 'When pigs fly'** – something that will never happen.
“When pigs fly she'll tidy up her room.”