HR Planning

Learning Objectives

* The students will be able to describe the linkage between strategic planning and Human Resource Planning. (HRP)
* The students will also be able to define and discuss the importance of HRP.
* The students will be able to Identify and understand the Macro and Micro dimensions affecting HRP.
* The students will be able to describe how mangers forecast demand and analyze the supply of employees in the organization.

Defining HRP:

Key objectives of HR Planning:

* Ensure the organization has the right employees with the right skills in the right places at the right time.
* Prevent overstaffing and understaffing.
* Ensures the organization is Proactive to changes in its environment.
* Provide direction and coherence to all HR activities and systems.
* Unite the perspective of line and staff manager.

Macro Dimensions of HR Planning:

* Labor market.
* Globalization.
* Changing Demographics.
* Technology.
* Legislation

Micro Dimensions of HR Planning:

* Organization Restructuring.
* Management Processes.
* Corporate policy.
* Competitiveness for the skills.
* Trade union Pressures

Human Resource Planning Model:

HR Demand Analysis

Forecasting Demand for Employees

 Quantitative Approach: Trend Analysis

 Qualitative Approaches to Demand Forecasting

Forecasting Supply of Employees:

 Internal Labour Supply

Turnover Rate

Absenteeism