




# HR Planning

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need..

shortage of certain skilled people

rapid changes in technology –  
need persons with new skills

Govt. policies

# intro...


- **is the process of forecasting the future human resource requirements of the organization and determining as to how the existing human resource capacity of the organization can be utilized to fulfil these requirements.**



- It is the HRP process - helps the management of the organization in meeting the future demand of human resource in the organization with the supply of
- appropriate people
- in appropriate numbers
- at the appropriate time and place.



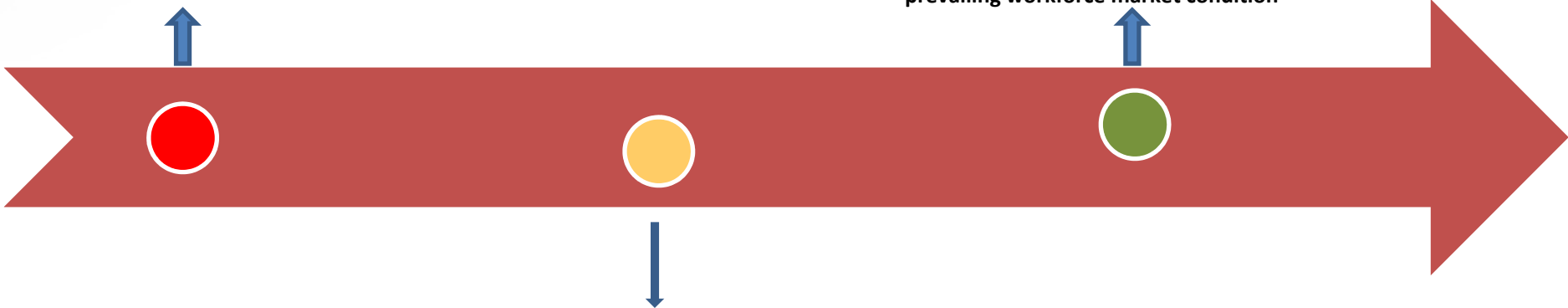
# Intro...



it is only after proper analysis of the HR requirements - the process of recruitment & selection be initiated by the management.

HR Planning sound quite simple a process of managing the numbers in terms of human resource requirement of the organization

the actual activity may involve the HR manager to face many roadblocks owing to the effect of the current workforce in the organization, pressure to meet the business objectives & prevailing workforce market condition



HRP is essential in successfully achieving the strategies and objectives of organization.



## help org..



HR managers are in a stage of anticipating the workforce requirements rather than getting surprised by the change of events



Prevent the business from falling into the trap of shifting workforce market, a common concern among all industries and sectors



help org...

always in conjunction with the workforce requirement of the organization in terms of professional experience, talent needs, skills, etc.

Considering the organizational goals, HR Planning allows the identification, selection and development of required talent or competency within the organization.



# HR planning process four steps

01 **Current HR Supply**

02 **Future HR Demand:**

03 **Demand Forecast:**

04 **HR Sourcing Strategy and Implementation**



## Assessment of the current human resource availability

It includes a comprehensive study of the human resource strength of the organization in terms of numbers, skills, talents, competencies, qualifications, experience, age, tenures, performance ratings, designations, grades, compensations, benefits, etc.

## Analysis of the future workforce requirements of the business

All the known HR variables like attrition, lay-offs, foreseeable vacancies, retirements, promotions, pre-set transfers, etc. are taken into consideration while determining future HR demand.

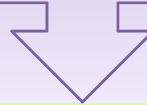




certain unknown workforce variables like competitive factors, resignations, abrupt transfers or dismissals



Next step is to match the current supply with the future demand of HR, and create a demand forecast



it is also essential to understand the business strategy and objectives in the long run so that the workforce demand forecast is such that it is aligned to the organizational goals.



After reviewing the gaps in the HR supply and demand, the HR Consulting Firm develops plans to meet these gaps as per the demand forecast created by them



## benefits...

It offsets uncertainty and change

Provides scope for development of employees –  
training, capacity building, etc.

Foresees the changed attitude and  
work culture

Changes the interpersonal and  
management approaches