Human Resource Planning

Mrs.VishnuPriya V-AP/MBA- HRM

HRP ?

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The process of finding the right number of people for the right kind of a job, at a right time and the right place, by forecasting the organization's demand for and supply of human resources in the near future.

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- Based on ideas and processes that help to forecast and manage operations effectively.

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1. **Building Resilience To the Dynamic Economic Environment -** build resilience in combating volatile business situations like mergers and acquisitions, increased offshore jobs, industry competition, changes in government legislature.

2. **Improving Operations In Your Human Resource Planning Process -** also supports the distribution of talent across geographies and culture in a planned way hence creating a positive value proposition.

3. **Adapt To Technology Changes -** New technology requires a new skill set that is not readily available in the labour market.

4. **Enable Growth Phase For Small And Mid-Size Businesses -** need to plan when to outsource, how many people to recruit, what are the compensation benefits on offer etc

5. **Anticipating Changes In the Labor Market -** They have become equal opportunity stakeholders and have their voice in defining the growth strategy.

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The economy has become Knowledge-based and the expectations of the employees have changed manifold.

True Or False

- HRP
- Need for man Power Planning
- Benefits of man power Planning

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Reference

- https://www.cutehr.io/human-resource-planning/
- https://www.yourarticlelibrary.com/human-resource-planning/top-5-steps-involved-in-human-resource-planning-process/60204

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Thank you

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