



SNS College of Technology

Coimbatore - 35



19BAT610- Human Resources Management

Unit II- Human Resources Planning & Job
Analysis

Topic...Guess...???

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**1st Indian
Institution
to Implement** Design
Thinking
Curriculum
Redesigning Common Mind and Business
Towards Excellence



What is sparking in your mind...?

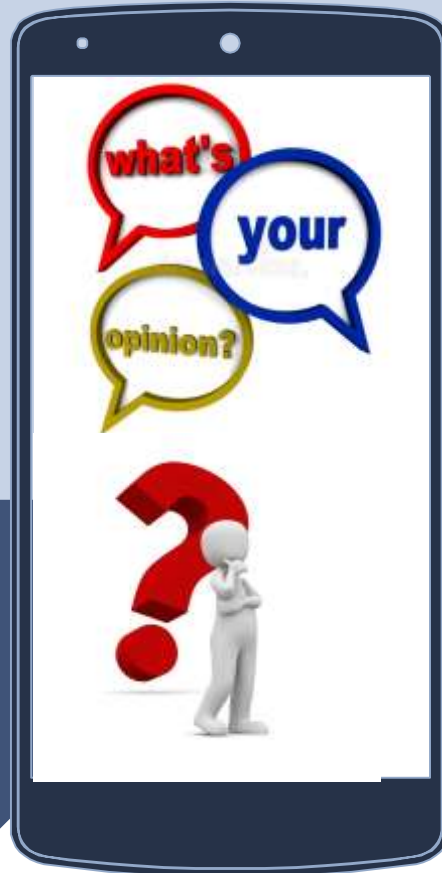


Human Resource Planning



Human Resource Planning





HRP ?



HRP

- 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.





Need For man Power Planning

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





Benefits of Man Power Planning



- 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.



Cont...



- 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.



Assessment



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

True Or False





Summary

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

SUMMARY





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
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