



SNS College of Technology

Coimbatore - 35



19BAT610- Human Resources Management

Unit II- Human Resources Planning & Job
Analysis

Topic...Guess...???

Presented by

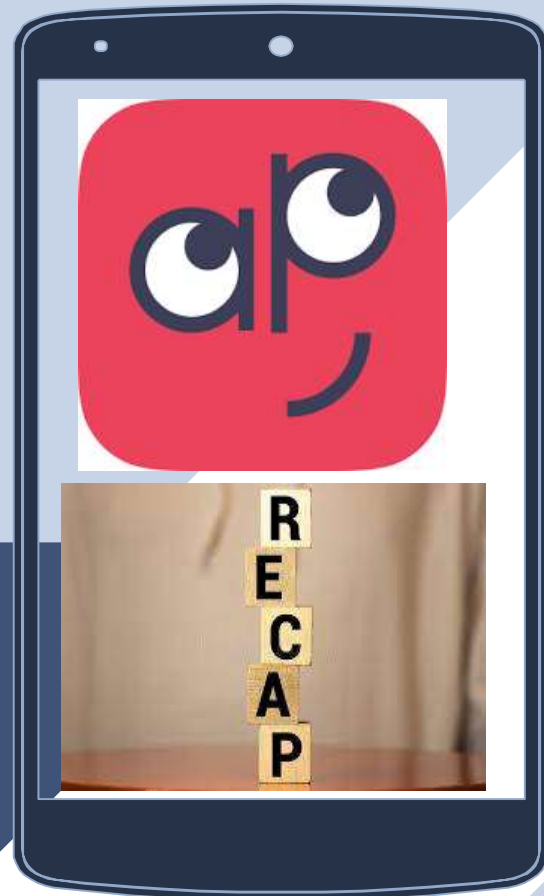
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What is sparking in your mind...?





RECAP



Process of HRP

- 1 Determining Organisational Objectives**
- 2 Assessing present HR capacity**
- 3 Demand and supply forecast**
- 4 Identifying Manpower Gaps**
- 5 Formulation of HR Action Plan**
- 6 Training and development**
- 7 Evaluation and monitoring of manpower**



Step 1 and Step 2:

- 1. Determining Organizational Objectives :** To be achieved in future are in terms of production, sales, marketing and various other expansion programmers.
- 2. Assessing Present Human Resource Capacity :** current employees is assessed in terms of their skills, knowledge, experience and potential from maintained database in the organization.



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Step 3 and Step 4

3. Demand And Supply Forecast Of Human Resource:

Different sources from where these future demands and current supply are to be met are recognized that may be internal sources and external sources.

4. **Identifying Manpower Gaps** :The supply is less than demand and the organization **need to recruit more new employees**. Supply is more than the required demand and therefore there is need to reduce the number of employees through retirement, termination, transfer etc.



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Step 5, Step 6, Step 7

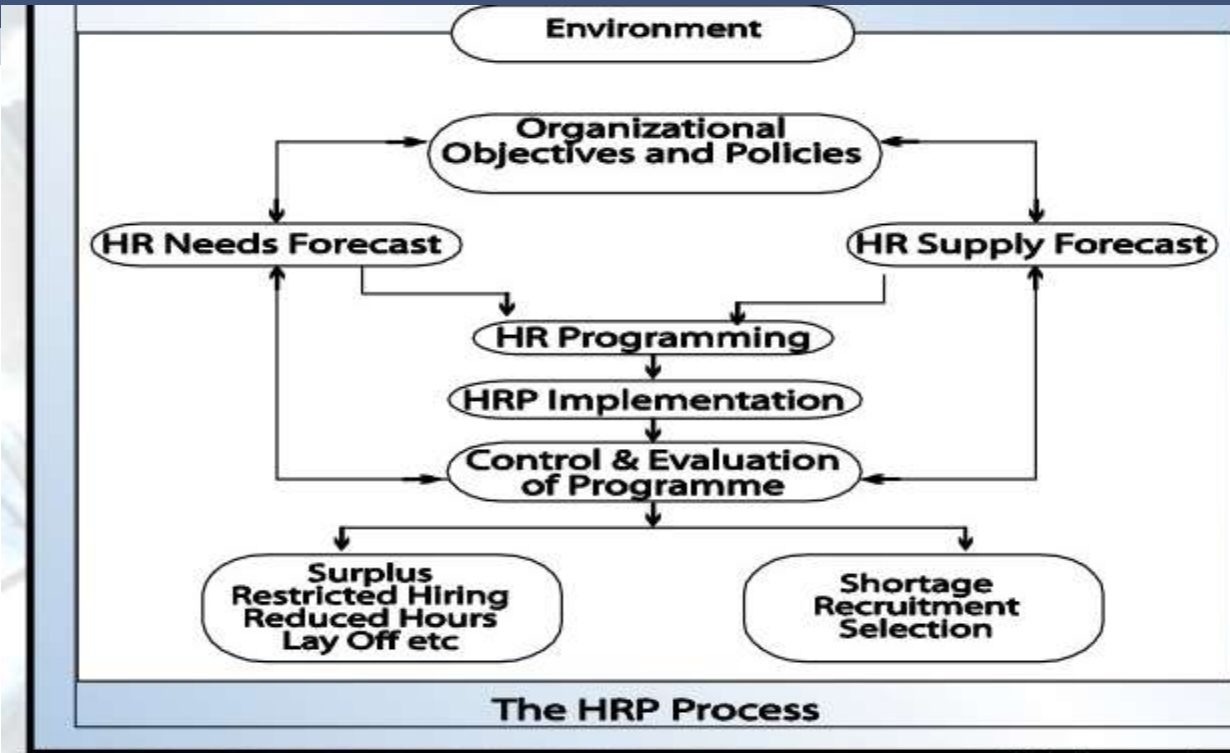
- 5. Formulation Of Human Resource Action Plan:** Human resource action plan aims at removing the deficit and surplus of manpower in organisation.
- 6. Training And Development :** It helps in meeting the current skills of employees with requisite skills for achievement of objectives.
- 7. Evaluation And Monitoring Of Manpower Planning:** This evaluation helps in ensuring that whether the deficiency and surplus of employees is fulfilled or not.



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Cont...





Limitations of HRP

- The future is uncertain. HR department is prepared for changing requirements
- Your organization is not caught off-guard in the shifting workforce market
- Gain competitive advantage through rapid rollout of new products or into new markets
- Be proactive by honing the skills of current workforce in order to move into new areas



Assessment

There arises a surplus in the human resources, and hence, the employees have to be removed either in the form of termination, retirement, layoff, transfer, etc.

True Or False





Summary

- HRP Process
- Step 1 to 7
- Flow Chart of HRP
- Limitation of HRP

SUMMARY





Reference

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