

SNS COLLEGE OF TECHNOLOGY

(An Autonomous Institution)

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COIMBATORE-641 035, TAMIL NADU

Subject Code & Name : 23BAT314 - Human Resource Planning and Development

Semester & Year : IV / II

Unit 1 : Introduction to HRP

Topic : HRP – Concept & Definition



HRP – Concept & Definition



(DT Stage: Empathize)

Introduction

- Human Resource Planning ensures the right people, right skills, right time.
- HRP links business strategy with workforce readiness.
- Modern HRP integrates analytics, digital tools, and AI forecasting.
- Organizations in Tamil Nadu manufacturing clusters face skill shortages and aging workforce issues.
- HRP acts as a preventive and strategic function, not just recruitment planning



HRP Meaning, Concept & Definition

(DT Stage: Define)

- HRP means understanding people needs before planning numbers.
- Focus on employee aspirations, workload, skill anxiety, and job security.
- Example: IT employees in Chennai face stress due to rapid technology changes.
- Empathy helps HR understand why attrition happens, not just how many leave.
- HRP definition shifts from headcount planning to human-centered workforce planning.

Demand–Supply Logic & Strategic HRP (DT Stage: Prototype)



- Define workforce gaps using future demand vs current supply logic.
- Strategic HRP aligns manpower plans with organizational growth goals.
- Example: Bengaluru startups define future AI talent demand before expansion.
- Define risks such as skill obsolescence and retirement pipelines.
- Clear problem definition avoids overstaffing or sudden talent shortages.

Manpower Inventory & HRP Documents (DT Stage: Test)

- Manpower inventory records skills, experience, age, performance, mobility.
- HRP documents include manpower plans, succession charts, and skill matrices.
- Example: Hosur auto component units maintain skill-wise inventory for shift planning.
- Defining accurate data ensures realistic planning decisions.
- Poor definition leads to paper HRP with no execution value.



Workforce Analytics Basics & HR Dashboards

- Workforce analytics transforms data into planning insights.
- HR dashboards visualize attrition, skill gaps, and hiring timelines.
- Example: Hyderabad pharma firms use dashboards to track technician availability.
- Ideation stage explores what metrics matter most for decisions.
- Creative dashboards improve leadership understanding of workforce risks.



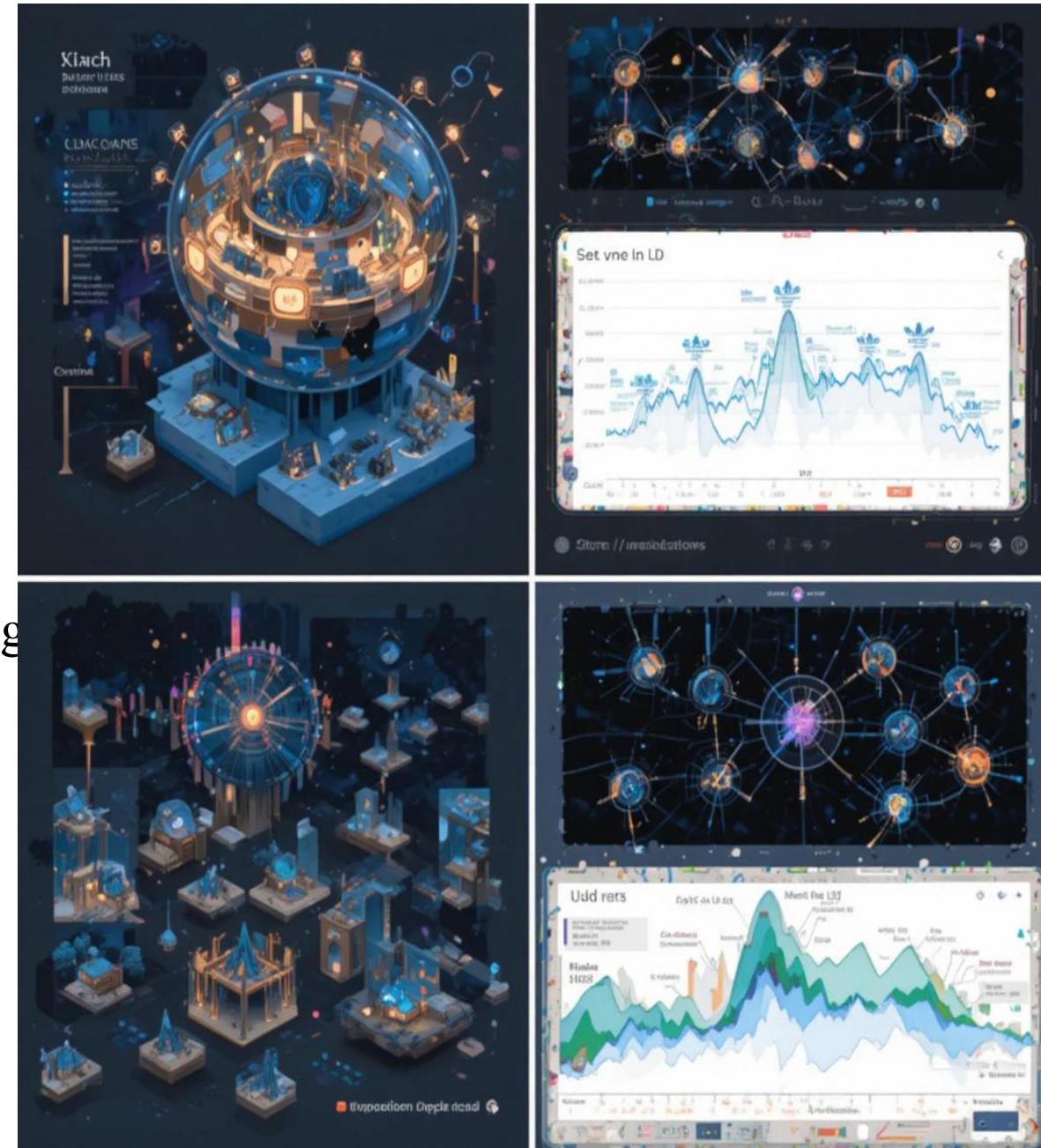


Digital HRP Tools & AI in HRP

- Digital HRP tools automate forecasting and scenario planning.
- AI predicts attrition, training needs, and talent shortages.
- Example: Chennai IT services firms use AI-based hiring forecasts.
- Prototypes include pilot dashboards or AI models tested in one department.
- Prototyping reduces planning errors before full-scale rollout.

IIM HRP Frameworks & Testing HRP Decisions

- IIM frameworks emphasize strategy-led, analytics-backed HRP.
- Testing HRP means validating plans against real outcomes.
- Example: Testing manpower forecasts in Kerala healthcare sector during peak seasons.
- Feedback loops refine assumptions and improve accuracy.
- Testing ensures HRP remains dynamic, not static.



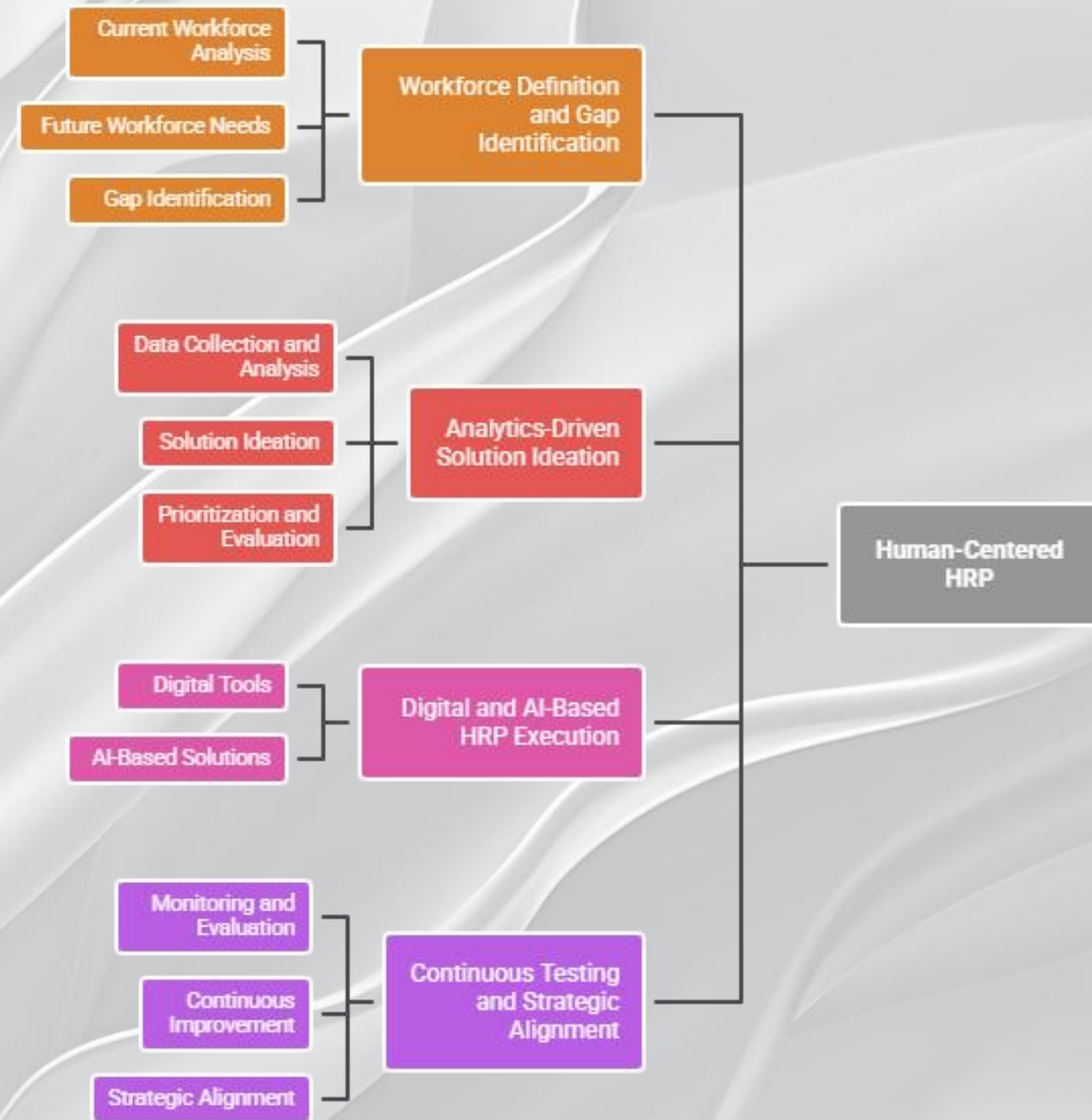
RECAP, SUMMARY & ASSESSMENT

- HRP begins with understanding people and ends with strategic execution.
- Design Thinking ensures human-centric and future-ready planning.
- Digital tools strengthen accuracy and speed of HRP decisions.
- Analytics and AI elevate HRP from support to strategic role.
- South Indian industries benefit through structured and empathetic HRP



References Link :

- Human Resource Planning – www.iimb.ac.in
- Workforce Analytics – www.shrm.org
- AI in HR – www.mckinsey.com
- HR Dashboards – www.gartner.com
- Strategic HRM – www.hbr.org



Mindmap/Infographics Summary :

Thank You