

How Planning Important in Human Resource Management

Kiran Katagi

Senior Immigration Specialist and HR, Mastec Quadgen

Abstract:

The topic is discussed about human resource planning, the challenges of human resource planning, and human resource planning benefits.

Keywords: HRP, Challenges of Human resource planning, Human Resource Planning Benefits

Human resource planning is crucial for a thriving business to fully utilise its workforce and capitalise on its prospects, preventing staff shortages. Human resource management is a very important wing of an organization. It helps to find the best resource and hire the perfect resource for the organisation to achieve its objectives.

Now we talking about Planning. **What is human resource planning?**

Human resource planning definition: Human resource planning is a strategic strategy used by companies to manage employee flow, prevent shortages or surpluses, and ensure the right individuals with the required skills are employed. The HRP is finding a resource-predetermined course of action. Before work starts, you should have sufficient manpower to complete the work.

Due to globalisation, multinational companies are facing challenges in finding the best human resources to fulfil their requirements. Some of the countries, like the United States, Canada, and Australia, find the best resource and provide the visa or permanent residence. Every year, the US makes H-1B lotteries to receive specialty occupation resources. Canada and Australia have given PR and other programmes to receiving applications across the globe for resource planning and fulfilling the jobs.

Human resources planning is crucial as it addresses the evolving needs of a dynamic environment, enabling companies to anticipate and plan actions to meet these needs in a timely manner.

An HR plan is crucial for companies to adapt to technological changes by managing and distributing employees across various technology groups, ensuring growth.

✚ Challenges of Human resource planning

1. **Managing absences and grievances.** The dynamic team network, influenced by employee changes like maternity leave, vacations, promotions, and company departures, can be challenging to adapt to and provide adequate compensation.
2. **Training employees:** Human resource planning is crucial in identifying and providing training to employees who require new and upcoming technological adaptations.

3. **Inadequacies of Information System:** Some industries lack a fully developed information system for human resources due to low status and lack of reliable data on the economy, labour market, and HR trends.

The question is whether it is challenging to ensure effective human resource planning?

Effective HR planning involves clear objectives and policies that ensure smooth, acceptable, adaptable, and transparent business workflows.

+ Human Resource Planning Benefits

Human Resource Planning (HRP) anticipates employee needs and determines action plans for personnel management functions, including type and number of employees.

Human resource planning (HRP) is crucial for organizations as it helps check the corporate plan, offsets uncertainties, and allows for employee advancement and development. It also helps anticipate costs for salary enhancement and benefits, aids in budget formulation, foresees redundancy needs, and adapts to changes in human resources values and attitudes. HRP also plans for physical facilities, working conditions, and fringe benefits. It also helps in selecting suitable candidates based on skills and qualifications. HRP also contributes to increased productivity, sales, and turnover, and facilitates control over all human resources functions and costs. HRP helps predict uncertainty about future outcomes of resource shortages.