SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107
An Autonomous Institution
Accredited by NBA – AICTE and Accredited by NAAC – UGC with 'A' Grade
Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai

DEPARTMENT OF MANAGEMENT STUDIES

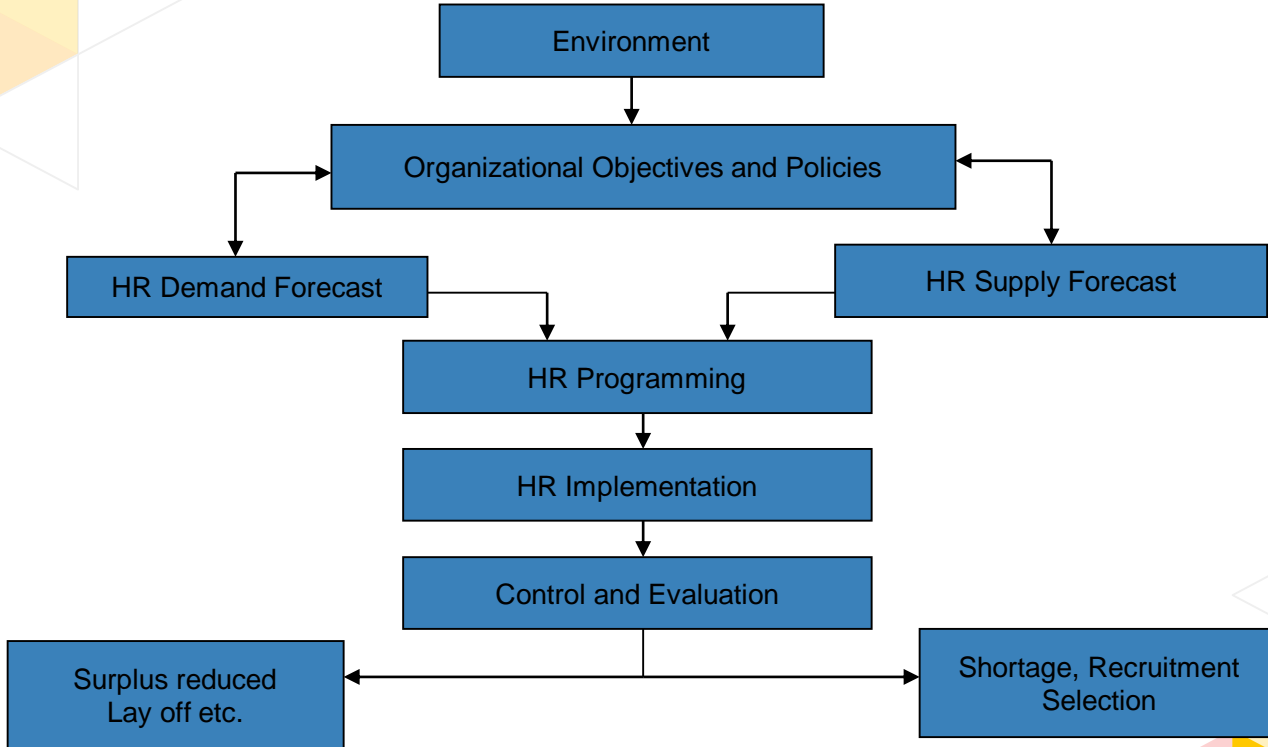## COURSE NAME : 19BA202 – HUMAN RESOURCE MANAGEMENT

I YEAR /II SEMESTER

Unit 1 – THE CONCEPT OF BEST FIT EMPLOYEE

Topic 2: Human Resource Planning – Process

PROCESS OF HRP

Environment → Organizational Objectives and Policies → HR Demand Forecast, HR Supply Forecast → HR Programming → HR Implementation → Control and Evaluation → Surplus reduced Lay off etc. / Shortage, Recruitment Selection

HRP PROCESS

Environmental Scanning

    -- Environmental Factors

    -- Technological Changes

    -- Demographic Changes

    -- Political & Legislative

2. **Organizational Objectives and Policies**

3. **HR Demand Forecast**

FACTORS DETERMINING FORECAST DEMAND

Anticipated Growth of an organization

Budget constraints

Anticipated turnover in personnel due to Retirement, Death, Transfers, Termination of Service

Introduction of New Technology

Minority Hiring Goals

FACTORS DETERMING FORECASTING SUPPLY

◄ Promotions of Employees within the organization

◄ Availability of Required Talent in External Labor Market

◄ Competition of Talent within the Industry

◄ Population Movement Trends

◄ Enrolment Trends in Vocational Schools, Colleges and Universities

SOURCES OF SUPPLY

◄ Internal Sources

  -- Staffing Tables

  -- Markov Analysis

  -- Skill Inventories

  -- Replacement and Succession Planning

◄ External Sources

SUCCESSION PLANNING/ANALYSIS

- It is the process of identifying and tracking high potential employee who will be able to fill top management positioners when they become vacant .

MARKOV ANALYSIS/FLOW ANALYSIS

- A transition matrix, or Markov matrix, can be used to model the internal flow of human resources. These matrices simply show as probabilities the average rate of historical movement from one job to another.
- The technique is named after Russian mathematician **Andrei Andreyevich Markov,**

Transition Matrix for Twelve-Month Period

	Exit	Manager	Supervisor	Line Worker
Manager	.15	.85	.00	.00
Supervisor	.10	.15	.70	.05
Line Worker	.20	.00	.15	.65

HRP PROCESS – CONTD…

5. HR Programming

6. **HR Plan Implementation**

◄   Recruitment plan

◄   Redeployment plan

◄   Training plan

◄   Productivity plan

◄   Retention plan

7. **Control and Evaluation**

EFFECTIVE HRP

- ◄ Objectives
- ◄ Top Management Support
- ◄ Employee Skills Inventory
- ◄ Human Resource Information System
- ◄ Coordination

RECAP

QUESTIONS???

THANK YOU