



# **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 : 19BA314- HUMAN RESOURCE PLANNING**

**II YEAR /IV SEMESTER**

**Unit : 1- Introduction**

**Topics : HRP Characteristics, Features and Importance**



## Characteristics of effective human resource planning

- Goal Oriented
- Continuous Process
- Optimum utilization of human resource
- Right kinds and Numbers
- Determination of demand and supply
- Environmental Influence
- Related to Corporate Plan
- A Part of HRM



## Features of human resource planning

- Well Defined Objectives
- Determining Human Resource Needs
- Keeping Manpower Inventory
- Adjusting Demand and Supply
- Creating Proper Work Environment



## Importance of Human Resource Planning

- Assessing Future Personnel Needs
- Foundation for Other HRM Functions
- investment Perspective
- Expansion and Diversification Plans
- Employee Turnover
- Government/Legislative Changes
- International Expansion Strategies
- Having Highly Talented Manpower Inventory
- Macro Risks Drive a Systematic Approach to Human Resource Planning
- Technological Change and The New Generation



indeed

## Examples of functions in human resources



Administration



Recruiting & staffing



Health & safety



Training & development



Compensation & benefits



Diversity & inclusion





## Factors affecting human resource planning

### Internal Factors Affecting HRP

- ✓ Recruitment Needs
- ✓ Budget
- ✓ Training Need
- ✓ Work Environment
- ✓ Retrenchment

### External Factors Affecting HRP

- ✓ Competitive Conditions
- ✓ Regulatory Shifts
- ✓ Advancing Technology
- ✓ Unforeseen Circumstances
- ✓ Economic Conditions
- ✓ Demographic Changes



## Evolution of HRP

**Duties and responsibilities of an HR manager:** The HR department manages the employee lifecycle. This features hiring new employees, onboarding and training them, managing the employee-employer relationship (including compensation, benefits, and promotions), and firing or laying off employees. HR managers have a more hands-on role and are responsible for the day-to-day planning and execution of the high-level strategies of the HR department, planning and developing new recruitment strategies, overseeing staff benefits, and more



**RECAP**

**QUESTIONS???**

**THANK YOU**

