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 Evalution in India,

HR facing various issues in Pandemic

❖ Increase in remote working

❖ Managing Remote Teams

❖ Expanded employer role as a social safety net

❖ Learning and Implementing New Technologies

❖ Separation of critical skills and roles

✓ Technology enhancement

✓ Feedback Becomes fluid

✓ Technology moves work beyond the office

✓ Analytics change the game slowly

5 Phases of HR Trends

➢ Personalized Review System

➢ AI for creating a diverse workforce

➢ Gamification

➢ Storytelling learning

S No	HRM	HRP
Concepts	Human Resource Management entails overseeing all facets of an organization's human resources. This includes, but is not limited to, performance management, organisational growth, security, health, benefits, employee engagement, communication, policy administration, and training.	Human Resource Planning is the method of predicting an organization's potential human resource needs & deciding how the organization's current human resource resources can be used to meet those requirements.
Role	Create and manage the entire employee lifecycle from the time they enter the company until they leave. This includes the employee orientation and induction procedure, as well as policy structuring, pay, incentives, and perks.	Ensuring sufficient staffing in various company departments to complete work requirements and meet the organization's goals.
Benefits	Employees appreciation & engagement Resolve the internal conflicts effectively Reduction in heavy turnover Productive hiring & identification of suitable skilled candidates	Forecasting the future needs of the manpower & anticipating future profiles Better planning for the employee training & development. Effective training programs supporting reduction in manpower gaps Reduction in Idle vacancy time to improve overall performance of the business

S No	HRM	HRP
Objectives	Recruit & retain the right talent for the right job roles. Improve employee turnover rate & prevent attrition. Employee improvement in regard of their performance, growth and skill development.	Improving business operations Adapting to rapid technology changes Anticipating job & skill changes
Process	Recruitment,Selection, Hiring,Traning & Development,performance management,Remuneration & Employee Relations	Defining HR Goals,Analysisng Current HR supply,Forecast HR demand & HR Planning & Strategy,Feedback & Control

HR Control

Human resources controls are controls that focus on employee behavior, employee performance and developing and upholding policies and procedures. They are part of human resource management, which serves to plan for, recruit and train employees to meet organizational needs and respond to changes in the external environment.

There are several human resources controls used in human resources management to meet organizational goals:

- Performance appraisals
- Discipline policies
- Employee observations
- Employee training

RECAP

QUESTIONS???

THANK YOU