



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 : 2 Organizational Workforce

Topics : Workforce Planning Model



Workforce Planning

Workforce planning is the systematic process for identifying and addressing the gaps between the workforce of today and the human capital needs of tomorrow.

Effective workforce planning enables the organization to:

- Align workforce requirements directly to the agency's strategic and annual business plans
- Develop a comprehensive picture of where gaps exist between competencies the workforce currently possesses and future competency requirements
- Identify and implement gap reduction strategies
- Make decisions about how best to structure the organization and deploy the workforce
- Identify and overcome internal and external barriers to accomplishing strategic workforce goals.





Step 1: Set Strategic Direction :

This step involves linking the workforce planning process with the agency's strategic plan, annual performance/business plan, and work activities required to carry out the goals and objectives of the strategic plan (long term) and performance plan (short term).

Step 2: Analyze Workforce, Identify Skill Gaps, and Conduct Workforce Analysis :

This step involves:

- Determining what the current workforce resources are and how they will evolve over time through turnover, etc.
- Developing specifications for the kinds, numbers, and location of workers and managers needed to accomplish the agency's strategic requirements
- Determining what gaps exist between the current and projected workforce needs.



Step 3: Develop Action Plan

This step involves the identification of strategies to close gaps, plans to implement the strategies, and measures for assessing strategic progress. These strategies could include such things as recruiting, training/retraining, restructuring organizations, contracting out, succession planning, technological enhancements, etc.

Step 4: Implement Action Plan

This step involves ensuring that human and fiscal resources are in place, roles are understood, and the necessary communication, marketing, and coordination is occurring to execute the plan and achieve the strategic objectives.



Step 5: Monitor, Evaluate, and Revise .

This step involves monitoring progress against milestones, assessing for continuous improvement purposes, and adjusting the plan to make course corrections and to address new workforce issues.



RECAP

QUESTIONS???

THANK YOU