



# **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 : 23BAT402 - HUMAN RESOURCE PLANNING & DEVELOPMENT**

**II YEAR /IV SEMESTER**

**Unit 1 - INTRODUCTION**

**Topic 3: HRP - Evolution, Relationship between HRP & HR functions**



# EVOLUTION OF HRP

Human Resource Planning is the process of forecasting a firm's future demand for, and supply of the right type of people in the right number.”

- ◀ HRP – since the origin of modern industrial organisation HRP has been;
  - ◀ Management function
  - ◀ Division of Labour
  - ◀ Specialization
  - ◀ Organisation of management into levels
  - ◀ Work simplification
  - ◀ Application of standards for selecting employees
  - ◀ Measuring their performance





# EVOLUTION OF HRP



## Early Industrial Era (Pre-20th Century)

Workforce planning was informal and based on immediate business needs.

- ▶ No structured HRP; workers were hired as per demand.
- ▶ Labor supply and demand were managed by supervisors without formal planning.

## Scientific Management (Early 1900s - 1920s)

- ▶ Frederick Taylor introduced **Scientific Management**, emphasizing efficiency.
- ▶ HRP started with workforce specialization and task optimization.
- ▶ Focus on **selection, training, and productivity improvements**.



# EVOLUTION OF HRP

## Personnel Management (1920s - 1950s)

- ▶ The rise of Personnel Departments for labor management.
- ▶ Emphasis on **hiring, payroll, compliance, and employee welfare**.
- ▶ **The Great Depression & World War II** led to workforce planning for war efforts.
- ▶ Labor laws and unionization influenced HRP.

## Strategic Workforce Planning (1960s - 1980s)

- ▶ Shift from administrative personnel management to **strategic HR planning**.
- ▶ Growth of **Human Relations Movement** emphasizing employee motivation.
- ▶ Technological advancements led to **automation and job redesign**.
- ▶ Increased focus on **succession planning and career development**.



# EVOLUTION OF HRP

## HRP during 1990s - 2000s

The rise of **globalization and digital transformation.**

Workforce planning integrated with **business strategy.**

- ▶ Increased focus on **workforce diversity, talent acquisition, and retention.**
- ▶ Use of **HR technology (HRIS, AI, analytics)** in HR planning.

## HRP in the Digital Era – (From 2010.....)

- ▶ **Big Data and Predictive Analytics** for workforce forecasting.
- ▶ Rise of **remote work, gig economy, and flexible workforce planning.**
- ▶ Emphasis on **work-life balance, employee experience, and AI-driven HR.**
- ▶ Strategic HRP aligns with sustainability and corporate social responsibility.



# Functions of Human Resource Management (HRM)

iEduNote.com

Human Resource  
Planning

Selection

Job Evaluation

Collective  
Bargaining

Job Analysis

Placement

Performance  
Appraisal

Negotiation

Recruitment

Orientation

Compensation

E-HRM

De-recruitment

Training

Discipline

Green HRM (GHRM)



**RECAP**

**QUESTIONS???**

**THANK YOU**