



# **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 : 23BAT202 - HUMAN RESOURCE MANAGEMENT**

**I YEAR /II SEMESTER**

**Unit 2 - THE CONCEPT OF BEST FIT EMPLOYEE**

**Topic: Human Resource Planning - Need, Importance & Benefits**



# HRP – MEANING AND DEFINITION

“ 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.”

- ▶ “ The process of ensuring the right number of qualified people into the right job at the right time to deliver the result in an efficient and effective manner.





# HR Planning

## ■ Human Resource (HR) Planning

- The process of analyzing and identifying the need for and availability of human resources so that the organization can meet its objectives.
- **So Human resource planning** is a process by which an organization ensures that



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# HRP

According to Edwin B. Geisler, “Manpower planning is the process by which the firm ensures that it has right number of people and then right kind of people, at the right places, at the right time, doing things for which economically most useful”





## IMPORTANCE OF HRP

- Defining future personnel needs
- Coping with changes
- Facilitating talent management
- Increasing investment in human resources
- Promotion of HRD activities



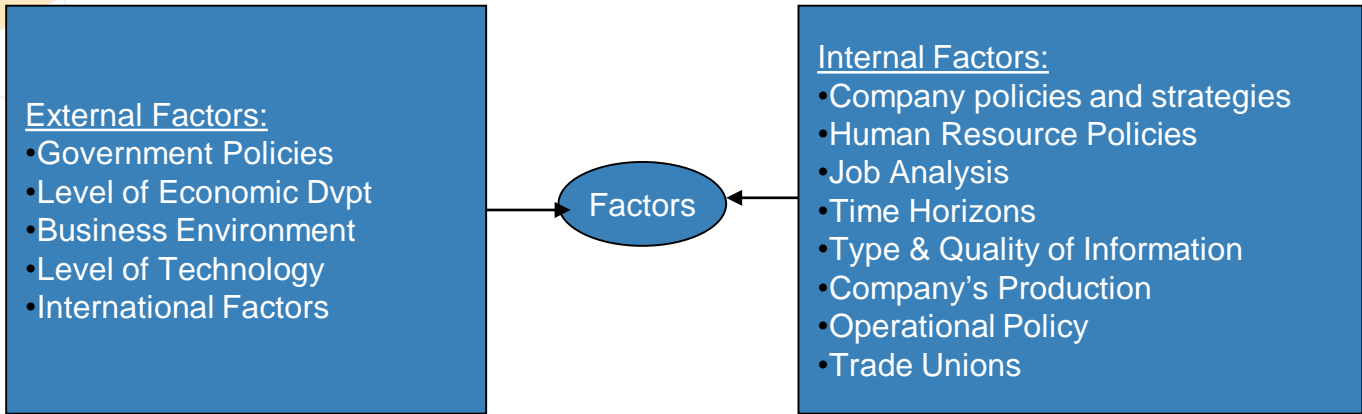


## Importance of HRP

- Future Personnel needs
- Creating highly talented personnel – **upgrade**
- Foundation of personnel function – **recruitment, selection, promotions**
- Resistance to change and move – **anywhere, anytime**
- Increasing investment in human resources – **Foreign Assignments**



# FACTORS INFLUENCING HRP





# Benefits of HRP

- Create reservoir of talent.
- Preparation for future HR needs.
- Promote employees in a systematic manner.
- Provide basis for HRD.
- Help in career and succession planning.
- Helps in planning job assignments
- Helps cope with fluctuations in staffing
- Identifies recruiting needs
- Provides other useful information





**RECAP**

**QUESTIONS???**

**THANK YOU**