



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

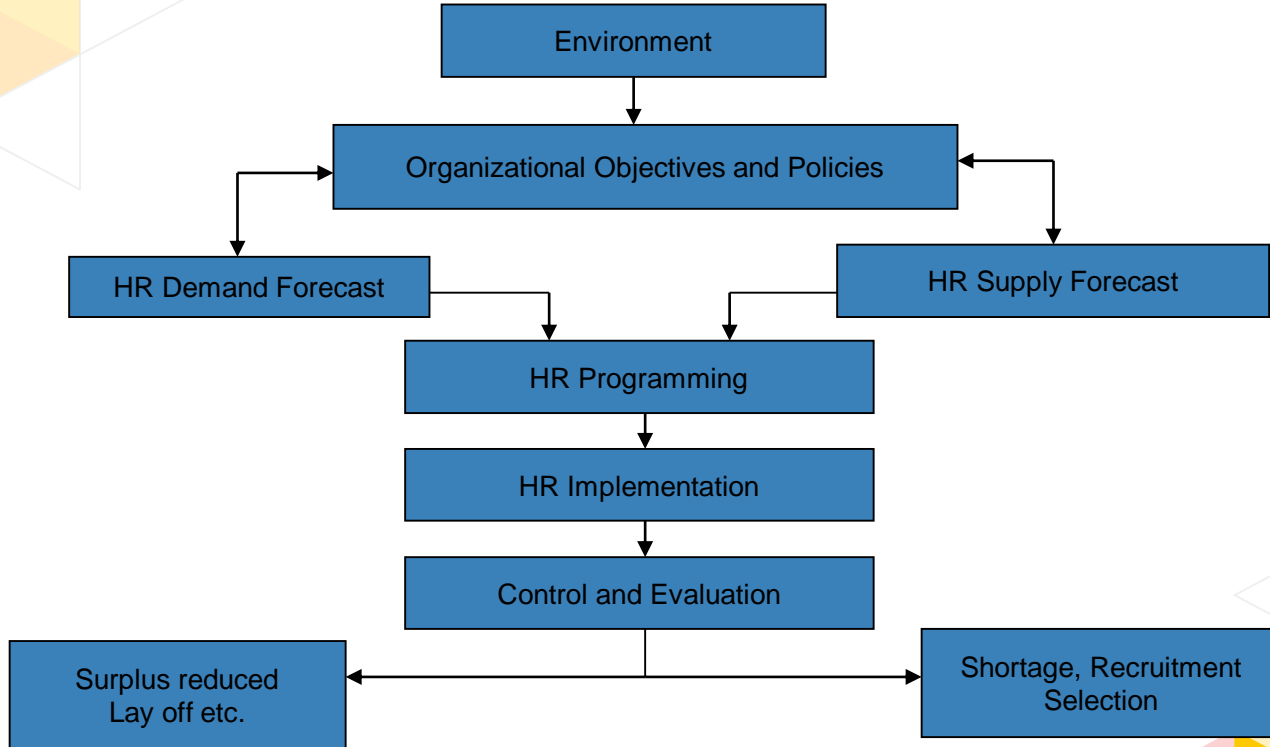
I YEAR /II SEMESTER

Unit 1 - THE CONCEPT OF BEST FIT EMPLOYEE

Topic: Human Resource Planning - Process



PROCESS OF HRP





HRP PROCESS

Environmental Scanning

- Environmental Factors
- Technological Changes
- Demographic Changes
- Political & Legislative

2. Organizational Objectives and Policies

3. HR Demand Forecast



FACTORS DETERMINING FORECAST DEMAND

Anticipated Growth of an organization

Budget constraints

- ▶ Anticipated turnover in personnel due to Retirement, Death, Transfers, Termination of Service
- ▶ Introduction of New Technology
- ▶ Minority Hiring Goals





FACTORS DETERMINING FORECASTING SUPPLY

- ▶ Promotions of Employees within the organization
- ▶ Availability of Required Talent in External Labor Market
- ▶ Competition of Talent within the Industry
- ▶ Population Movement Trends
- ▶ Enrolment Trends in Vocational Schools, Colleges and Universities



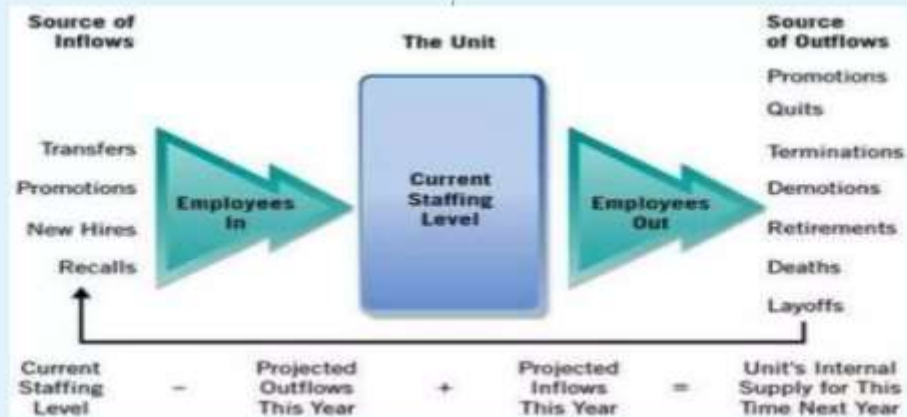
SOURCES OF SUPPLY

- ▶ Internal Sources
 - Staffing Tables
 - Markov Analysis
 - Skill Inventories
 - Replacement and Succession Planning
- ▶ External Sources



SUCCESSION PLANNING/ANALYSIS

- It is the process of identifying and tracking high potential employee who will be able to fill top management positioners when they become vacant .





MARKOV ANALYSIS/FLOW ANALYSIS

- A transition matrix, or Markov matrix, can be used to model the internal flow of human resources. These matrices simply show as probabilities the average rate of historical movement from one job to another.
- The technique is named after Russian mathematician **Andrei Andreyevich Markov**,

Transition Matrix for Twelve-Month Period

	Exit	Manager	Supervisor	Line Worker
Manager	.15	.85	.00	.00
Supervisor	.10	.15	.70	.05
Line Worker	.20	.00	.15	.65



HRP PROCESS – CONTD...

5. HR Programming

6. HR Plan Implementation

- ▶ Recruitment plan
- ▶ Redeployment plan
- ▶ Training plan
- ▶ Productivity plan
- ▶ Retention plan

7. Control and Evaluation



EFFECTIVE HRP

- ▶ Objectives
- ▶ Top Management Support
- ▶ Employee Skills Inventory
- ▶ Human Resource Information System
- ▶ Coordination



RECAP

QUESTIONS???

THANK YOU