

## **Meaning and Nature of Human Resource Planning**

Human resource planning determines the movement of the organization from the present human resource position to the anticipated one.

It is a process which determines and assures the required number and kind of people at proper time and at proper places to accomplish the organizational objectives.

The human resource planning is a continuous process of searching the right kind and number of people at right time and at right places, to perform in the organization bringing benefits to the enterprise and individuals.

The human resource planning should be in tune with the overall planning of the organization.

A properly implemented human resource planning leads to improvement in productivity and helps in attaining enterprise goals.

It also helps in minimizing labour turnover.

Human resource planning enables management in placing right people in right positions and at right time. This is possible if the human resource department is well integrated into the organization's functioning and is given a free hand to play its role.

Human resource planning is the decision making process regarding procurement, development, compensation, information, welfare, appraisal and safety of human resources.

It is a process of visualizing the organizational plans and objectives into a reality by providing quantitative and qualitative human resource requirements through their proper utilization.

The formulation and choice of human resource planning depends upon the type and kind of organization. It may prefer short term or long-term, flexible or rigid human resource planning. It mostly depends in turn upon the strategy adopted by the organization.