

COLLEGE OF BUSINESS AND ENTREPRENEURIAL TECHNOLOGY

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT MANAGEMENT

**HUMAN RESOURCE PLANNING AS BASIS FOR EFFECTIVE
RECRUITMENT AND SELECTION IN ACCORDANCE TO
DEMOGRAPHIC PROFILE**

An Undergraduate Thesis
Presented to the Faculty of the
College of Business and Entrepreneurial Technology
RIZAL TECHNOLOGICAL UNIVERSITY
Boni Avenue, Mandaluyong City

In Partial Fulfillment
Of the Requirements for the Degree
Bachelor of Science in Business Administration
Major in Human Resource Development Management

By

Carol G. Angeles
Anne Marish S. Arceo
Joycelyn A. Bagang
Abigail M. Balingit
Mary Rose E. Barbosa

September, 2017

CHAPTER I

THE PROBLEM AND ITS BACKGROUND

Introduction

“Great vision without great people is irrelevant”. Choosing the right person for the company is not that easy for the Human Resource Department to do, there are lots of things to consider knowing that a particular is fit for the job, but sometimes we also have to consider the right amount of employees that we will put on a certain position to avoid redundancy of works.

As the organization build their own uniqueness of productivity, their also making their strategy to fulfill all the needs, wants and the satisfaction of their client and customers. Human Resource Planning or Manpower Planning strategized all for providing it well by planning and maintaining the goals and objectives of their organization. Manpower Planning is important to the organizational strategy of itself.

According to Vetter (2013) the process by which management determines how the organization should move from its current manpower position to its desired manpower position. Through planning, management strives to have the right number and the right kinds of people, at the right

Background of the Study

Through planning organizational goals and objectives are determined. The resources available must be strategic to achieve the goals and objectives. Manpower Planning which is also called as human resource planning consists of putting right number of people, right kind of people at the right place, right time, doing the right things for which they are suited for the achievement of goals of the organization. To ensure sufficient workforce in the organization management must plan properly, proper planning in this involves accurate projection of future. Human Resource Planning is also the process that attempt to provide adequate HR to achieve future organizational objectives. It includes forecasting future needs for employees of various types, comparing their needs with the present workforce and determining the numbers and types of employees to be recruited or phase out of the organizations employment group this research study concentrates on the possible effect of human resource planning in the organization basis of recruitment selection. The Human Resource means he human that are in the organization without them there will be no production, so there is need for the organization to plan well their human resource planning.