

MEANING OF MAN POWER PLANING

MODULE 5

INTRODUCTION

- What Is Human Resource Planning (HRP)?
- Human resource planning (HRP) is the continuous process of systematic planning ahead to achieve optimum use of an organization's most valuable asset—quality employees. [Human resources](#) planning ensures the best fit between employees and jobs while avoiding manpower shortages or surpluses.
- There are four key steps to the HRP process. They include analyzing present labor supply, [forecasting](#) labor demand, balancing projected labor demand with supply, and supporting organizational goals. HRP is an important investment for any business as it allows companies to remain both productive and profitable.
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KEY POINT

- KEY TAKEAWAYS
- Human resource planning (HRP) is a strategy used by a company to maintain a steady stream of skilled employees while avoiding employee shortages or surpluses.
- Having a good HRP strategy in place can mean productivity and profitability for a company.
- There are four general steps in the HRP process: identifying the current supply of employees, determining the future of the workforce, balancing between labor supply and demand, and developing plans that support the company's goals.

FACTORS

- Understanding Human Resource Planning (HRP)
- Human resource planning allows companies to plan ahead so they can maintain a steady supply of skilled employees. That's why it is also referred to as workforce planning. The process is used to help companies evaluate their needs and to plan ahead to meet those needs.
- [Human resource planning](#) needs to be flexible enough to meet short-term staffing challenges while adapting to changing conditions in the business environment over the longer term. HRP starts by assessing and auditing the current capacity of human resources.
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CHALLENGES

- Challenges of Human Resource Planning
- The challenges to HRP include forces that are always changing, such as employees getting sick, getting promoted, or going on vacation. HRP ensures there is the best fit between workers and jobs, avoiding shortages and surpluses in the employee pool.
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