

## Human Resource Management

**Human Resource Planning Journal****a) Summary of the journal**

In the early discussion of human resource of planning defined as "the process through which management determines how the organization should move from a current manpower arrangement to a more desired arrangement". Aim of the HRP is right number and right kind of employees, at the right place and right time to have good result of an effective organization. Modern HRP concern the forecasting of the organization's for the future and the planning required to meet those needs. It also requires the development and implementation of certain programs such as staffing and training to make sure the people present with proper skills and traits according to their job task. HRP also involves data collecting which can be used to evaluate program effectiveness and give notice when revision is needed. Objective of planning is to facilitate organizational effectiveness, so it must be intergrated with the organizational business goals. The process of HRP is comprised with the following steps;

**a) Assessing the current human resource capacity**

The knowledge, skills, and, abilities of current employees need to be identified. The skills are important for particular positions. They also have to list down all the skills demonstrated by each personnel. Education level and certificates or additional training should be included. Once the assessment done, it can reviewed to confirm are that particular personnel ready to accept the job obligation or not.

**b) Forecasting Human resource requirements**

Realistic forecast of human resource involves the estimation of both supply and demand. Three important forecasting question are:

- How man faculty and staff will be required to achieve the strategic goals.
- What jobs need to be filled.
- What skills and credentials will people need.

When forecasting the possible of the HR, it also will show us the challenges the organization going to meet from external environment and keep focus on impact might get from external environment. Modelling and forecasting will provide more information about the effect of HR strategies that can support organizational goals. The model that chosen should be clear enough so it will be understandable by the management and chances to have good results are high.

# Human Resource Planning Journal

**Wolfgang Guggemos**



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