

What is Human Resource Management- focus of HRM is on managing people within the employer-employee relationship

- involves the effective& productive use of people in order to achieve an organisation's strategic business objectives and goals
- development of competitive advantages through human capital

HRM is concerned to resolve the following key issues:

- What quality& quantity of employees will be required now& future to satisfy or exceed organisational objectives
- Which strategies will be most effective in attracting choosing& efficiently incorporating employees into the organisation
- How can well-chosen employees be kept productive, satisfied& motivated to contribute to organisational growth & effectiveness
- What strategies are required to ensure that all HR activities are linked& accountable
-

4. Human Resource Planning (HRP) in Dynamic Environment

- HRP is the bridge between HR strategy& HR functions
- Human Resource Planning is to try ensure that organisational objectives are met through the effective utilisation of the human resource of the organisation
- HRP ensures that organisations have the right people in the right place with the right skill at the right time
- Estimate the future supply of and demand for human capital and then figuring out to close the gaps. (allows companies to think through their workforce alternatives to the high fixed costs of full-time employees)
- Guides the long-term resourcing of people in organisations- the acquisition, use& development of human capital and knowledge assets

Human Resource Plan

- Environmental Scanning
 - o External- global, national, industry
 - o Internal
- Labour demand Forecasting
- Labour supply analysis
- Balancing demand& supply

Importance of Human Resource Planning

- provides the foundation for establishing an effective HRM program and for coordinating all the HRM functions
- allow HRM function to position itself to take the best advantage of fluctuations in the economy or labour market
- failure to adequately plan for an organisation's HR can result in losses in efficiency and cost to the organisation (unstaffed vacancies, expensive replacement training, poor talent attraction or retention)
- High financial cost& effect on employee morale of poorly planned redundancies or outsourcing