



THIRUTHANGAL NADAR COLLEGE

(Belongs to the Chennaivazh Thiruthangal Hindu Nadar Uravinmurai Dharma Fund)

Selavayal, Chennai-51.

A Self-Financing Co-educational College of Arts & Science

Affiliated to the University of Madras

Accredited with 'B' Grade by NAAC

An ISO 9001: 2015 Certified Institution

NAME OF THE DEPARTMENT: B.Com (CS)

SUBJECT : HUMAN RESOURCE MANAGEMENT.

TOPIC : HUMAN RESOURCE PLANNING.

STAFF NAME : Dr.S.Anitha

Planning for Human Resources

- **Vision of the organisation**
 - **Where are we now?** – **current resources**
 - **Where do we want to go?** – **future needs**
 - **How will we get there?** – **recruit and train**
- **Depends on the **supply** and **demand** of people**
 - **Appropriate skills and cultural approach**

- Technology
- Materials
- Systems
- Methods of working

- Economics
- Market
- Availability of Capital

HR/ Manpower Planning

“The process of determining a company’s future requirements for people of different categories of skill knowledge and hence the identification of the need for recruitment training of redundancy”

- Monetary policy
- Legislation
- Ecology
- Political

- Population trends
- Education
- Social mobility
- Social

Employee Profile

Plan, where are we now?

- **As part of planning process, analyse the profile**
 - **Age**
 - **Gender**
 - **Skills and qualifications**
 - **Part time or full**

- **Identify the risks and characteristics**
 - **Turnover analysis**
 - **Particular skill shortages**

Demographic Changes

■ Skill shortage

- Especially managers, professional and technical
- Ageing work force over last 10 years
- 2.3 million more aged 25 to 64
- 1.3 million fewer aged below 25

■ Fewer male employees available

- An opportunity to recruit more women
- A resource and economic benefit

Recruiting People

- **In addition to traditional methods**
 - **Use outsourcing services, the Internet and conduct telephone interviews**
 - **What will be the impact of new processes and new technology?**
 - **What are the advantages and disadvantages of recruiting more women?**

Outsourcing

- **Some companies use an external service**
 - **Recruitment and interview service**
 - **Advice on pay, pay structures and rewards**
 - **Implementation of employee motivation schemes**
 - **Assessment service and training needs analysis**
 - **Management of training and coaching**
 - **Departing employees support**

Resource Policy

- **Qualification or culture driven**
 - **Internal promotion versus external recruitment**
 - **Job specification versus person specification**
 - **Specific or broad skills**
 - **Cost cutting by reducing workforce**
- **Succession planning**
 - **Who and how to select**

The Recruitment Process

