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Discussion 3

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In human resource planning, an organization assesses its current and future needs, creates a strategy by which to fulfill those needs and most of all, proceed to put those plans into action.  Without human resource planning, the organization cannot function properly (Ivancevich & Konopask, 2013).  Human resource information system or HRIS for short, manages information in an organization.  It is a tool that helps the organization to coordinate its human resource management activities in a time efficient and cost effective way (be it payroll, work hours, employee information, etc).  One of the tasks of human resource planning involves the process of staffing an organization, case in point, sometimes positions might need to be created in order to meet business demands.  In situations like this, the organization can choose to hire new employees from outside the company to fill these positions.  This process will require the advertisement or notification of the public about the organization’s interest in hiring new employees.  It will then be followed by evaluation of the applications, scheduling and conducting interviews, evaluating and selecting qualified candidates.  Human resources also oversees the training of the new employee and educating them about the organization’s culture.

An employee in the organization might for foreseen or unforeseen reasons, vacate an important position.  In this case, the organization can either apply the same process as mentioned in the above paragraph, or choose to elevate a new employee from within the organization.  This route will involve the human resource team notifying employees and/or departments about this, conducting a survey to find out who might be interest, or reviewing the files of current employees and selecting the best qualified person to promote to the vacated post.  This route might be much easier for the organization to follow since the employee is already in the organization and knows its culture.

The human resource planning manages the creation of benefit packages for its employees (this also plays a role when hiring a new candidate as it is used as an incentive to convince a highly qualified candidate to accept an employment offer).  Human resource planning pays attention to any technological advancements and changes and works to balance them.  It also responds to economic changes in the country or local environment and adjusts the organization’s activities to better function in it.

References

Ivancevich, J. Konopask, R. (2013). Human resource management. 12th ed. McGraw-Hill/Irwin    Companies Inc., NY.  Retrieved from <https://platform.virdocs.com/app/v5/doc/69281/151>