

DIscussion 3

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According to our text, Human Resource Management, human resource planning is both a process and a set of plans. Human resource planning is used to assess the future supply and demand for human resources. The text also states that an effective HR plan provides mechanisms to eliminate any gaps that may exist between supply and demand (Ivancevich, 2013, p129). HR planning is a recruiting tool that determines the amount and type of employees to bring into the organization or to get rid of from the organization. The mission statement at my job is, “get the right part to the right person at the right time for the right price.” HR planning is just like that, it helps determine if a company is getting the right people for the right jobs at the right time.

All other human resource management activities are enacted to achieve the human resource plan. For example, strategic planning is very important in the achievement of the human resource plan. Strategic planning is a decision made by the organization about what and how to accomplish something. The four phases of HR planning are: Situation analysis or environmental scanning, forecasting demand for human resources, analysis of the supply of human resources, and the development of plans for action (Ivancevich, 2013, p131).

Human Resource Information Systems or HRIS is an integrated approach to acquiring, storing, analyzing, and controlling the flow of information throughout an organization (Ivancevich, 2013, p139). HRIS can be used for a few different things. It can be very useful in increasing efficiency and response times of a various labor and time intensive HR activities. There are several different HRIS software programs that are available. Just to name a few, they are HRSOFT, SAP HR, PEOPLESOFT, and ORACLE HRMS. HRIS is a great recruiting and tracking program and it can be used to track, compare, and design a career path or likelihood or potential likelihood of a career path.

 Reference:

Ivancevich, John M. and Konopaske, Robert (2013). Human Resource Management, “*Human Resource Planning”*Page 128-149. Retrieved from <https://online.stratford.edu/mod/forum/view.php?id=1105002>