



Human Resource Planning and Organizational Performance

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ABSTRACT:

It is our purpose to attempt to explain and categorize human resources in a relatable manner. Different scholars' views are synthesized into a new body of knowledge. The human resources are distinguished from other resources. Human resource classifications have not remained the same for ages and have continuously evolved in a spatial manner. Human resource classifications are usually determined by job evaluations in each department, which are sometimes also determined by the job profile and tasks assigned to each employee.

Key words: Human Resource, Planning, Categorization, Organization, Classification.

Introduction:

It is defined as a process of assessing organizational human resources. However, the planning process will differ dramatically from organization to organization. The term people management refers to both human resource management and people management. In Human Resources Management (HRM), it is the organization's objective to achieve and maintain the skills, commitments, and motivation it needs. This entails identifying and meeting future people's needs and developing their inherent abilities, potentials, and employability. The key to organizational effectiveness is the collective use of human talents for the overall benefit and interests of employees and the organization, taking into account organizational objectives, changing conditions, and making plans to ensure that human resources needs are met. When modern HR practices are implemented in companies, they will invest more in Human Resources, which will lead to high-performance results.

Employee-resource departments of companies are responsible for management of human resources, which may include administration of employee benefits, compliance with labor law and employment standards, and recruitment and termination of employees.

Organizational Performance: An Overview

To better understand organizational performance, we begin by briefly explaining the word, performance. Interestingly; we note that, "...experts consider that for the definition of organizational performance we should take into account all the activities that take place in a different entity and the different interests of those involved. As an entity's objectives are volatile, controversial and contradictory performance is a subjective phenomenon (Ion Elena & Criveanu, 2016:183). Performance has been the most important issue for profit and non-profit organization (Leslie, 2018:20). To this effect, we start by concisely and precisely looking at the term, 'performance.' Simply put; performance is, "the act of performing a task, an action, etc (Hornby, 2005:865)." Contrastingly, quite difficult to digest. However, the author tried to convey what could be taken as a genealogical point of view as it was therein relayed that, performance comes from the word job performance. Philosophically, what this suggests is that when there is no job or task to be done, there is no performance. Hence, we herein align with that perspective and consequently espouse that performance is the fulfillment of an assigned job. Indeed, it should be stated that "performance is a set of behaviors relevant to the goals of the organization or organizational unit of the workplace (Murphy, 1990: 74)."

Classification of Human Resource Planning:

There are seven major activities of human resources management, such as payroll, benefits, recruitment, training, employee services, community initiative, health and safety. The job classification meaning is different for different companies. The company can use job classification to post job listings, conduct [performance reviews](#) and to determine whether there is a role overlap between any two jobs within the organization. In personnel administration, classification Indian Journal of Management and Economics, means grouping together of posts into broad classes, human resources (both sexes) can be classified on the basis of educational attainment, economic activities or occupation, hours worked in a year, utilization of available

resources , age etc.

Factors influencing Human Resources:

Human resources are affecting many factors some factors shows the efficiency of the employee while some other inefficiency of the employee. The major factors considered to be influencing the efficiency of human resources in following :

1. Mental factor
2. Physiological factor
3. Organizational factor
4. Competitive factor and non-competitive factor
5. Culture factor
6. Technology and the art
7. Physical factor
8. Economic factor
9. Social factor.

Definitions of Terms:

Human Resources Management: It is the management of human resources, commonly referred to as the Human Resources department, which is designed to maximize employee's performance to serve the strategic objectives of an employer.

Organizational efficiency of human resources: commonly referred to as the Human Resources department, is designed to maximize employee performance in order to meet the organizational objectives.

Operational performance management (OPM) : A key part is ensuring that all business units within an organization are working together to meet core business objectives.

Training and development : Human resource management is viewed as an activity of an organization that aims at improving the performance of individuals and groups within an organization.

Hypotheses:

In line with the extant literature, the following research hypotheses were formulated.

- There is no significant effect of adequate funding on organizational performance
- There is no significant effect of employee competence on organizational performance
- There is no significant effect of employee age and organizational performance There is no significant effect of employee cultural background on organizational performance.

Conclusion:

This study attempted to find out the effects of some HRM practices variables on the organizational performance. Organizations are also adopting broad training and development practices, performance appraisals, career planning, employee participation, compensation, and job definition. Furthermore, we attempted to investigate the relationship between the adoptions of such practices and their performance. An executive as well as clerical level employee of the respective organization completed a questionnaire for the primary collection of data. There has been a progressive development of HRM practices in service and manufacturing institutions and this can be justified by better recruitment and selection practices in all the organizations included in the study.

Analysis of the data collected shows that the results of the correlation and regression support the hypothesis that is set for this study. According to the correlation results, HRM practices have a negative relationship with employee turnover. The result also indicated that there is a positive relationship between HRM practices and productivity of the organization.

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