



A Study on Human Resources Management Planning and Developing

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ABSTRACT-

The aim of this research paper is to address the human resource Management in the clear and simple way. The most imperative part of an organization is the employee's management and retention. This research paper is also about different stages of career program and career development of the employees. It includes roles of employees, activities to be performed, work time etc.

Keywords- Human Resources, Management And Planning, Human Resource Process, Developing And Training, And Key Factor Of HRM.

I. INTRODUCTION

Organization contains group of people carrying out activities in coordination to achieve a common objective. In all organization resources are precisely utilized {human and material} to achieve the end result {service and product}. organizational structure is the frame work within which the organization works. And this structure plays an imperative role as it directly emphasize the working of the organization. To ensure the effectiveness of the organisational structure the below mentioned points must be considered.

- 1- Convoluted / Complex
Convoluted refers to the number of hierarchical levels, division of labours, and geographical division of the organization.
- 2- Normalization
Normalization refers to the rules and procedures abided in the organization which must be followed by all the employers and employees.
- 3- Centralization / Decentralization
This refers to retention or distribution of power among the employees working the organization. This is done to make sure that employees are appreciated for their progress. And work is evenly distributed.
- 4- Planning
Planning bridges the gap between where we are today and where we want to be in the future. Basically, it helps in forecasting.
- 5- Economic decision
It is a major responsibility to forecast and manage the finance of the organization. Economical and financial decision are imperative decision as they directly emphasize the functioning of the company.
- 6- Production and supply
Conversion of raw material into finished goods and then storage of these final goods in warehouses is a continuous process which must smoothly flow. Further these final goods must be supplied to the market without any glitch.
- 7- Executive
Performing necessary procedure for the working of the company. And execution of these decision.
- 8- Human Resource
It refers to putting right person at a right place. To train the employees and to retain those employees for longer duration of time.

II. The Human Resource Management

Human resource is same as all other natural resources. It means management can get and use the skills knowledge ability etc. and these can be used again and again. Human resource management is the process of management of employees in the best effective manner. An important part of human resource management is human approaches. The values, ethics, beliefs of the individual working in an organisation also form a part of HRM.

HRM helps in creating a better understanding between employees and management. It helps workers in achieving their personal as well as the organizational goals. This has been helping both the management professional and the employees.

II.I Human Resource

Human resource is the most important asset of an organization. Planning of human resource is the most important managerial function. It refers to the effective utilization of the human resource. The manager needs to find out manpower required and ways to find out correct person to fill that place.

III. Human Resource Planning

Human resource planning refers to the procedure in which the organisation handles the current working human resource and figure out the required man power and ways to fulfil the requirement. Human resource planning also includes the future planning of all the current working staff such as their compensation, hikes, targets. It also focuses on recruitment and selection. Development and training of employees is also the part of human resource.

IV. Human Resource Development

Human Resource development refers to personal and organizational development of all the employees working in an organisation. This includes recruiting, selecting, training, man power planning as well as all the procedures to retain the employees.

Development also includes all the on the job and off the job training.

Human resource development focuses majorly on the overall development of the employees so that they can become asset for the organization and can grow individually as well. Human resource development plays an imperative role in an organization because it helps both organization and the employees to develop and grow.

V. Conclusion

Human resource management is major factor behind success of any organization. It is an imperative source of strength and relief. Human resource is like treasure which help organization to achieve their desired goals. Human resource is not just selection of right person but also to properly utilize this as a resource.

Human resource planning refers to the proper planning to utilize the human resource of the organization. This is one of the major functions of management because human resource is considered to be one of the most important assets for the firm.

Human development refers to the development of the employees from the point of view of both employees as well as the organization because a happy employees creates a happy customer.

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