

## **Human Resource Planning Management and Their Improving Method**

**Ramezan Jahanian**

Department of Education, College of Psychology, Karaj Branch, Islamic Azad University, Alborz province, Iran

**Maryam Modaresi**

M.A. graduated in Educational management from, Karaj Branch, Islamic Azad University, Alborz province, Iran

### **Abstract**

Management should have suitable planning for all resource in his authority, nevertheless will have problem in estimating need and directing resource. In fact, planning is process that organization has combined all activities and trying for his purpose and his purpose is obtaining to organization result. Therefore planning is framework of management element. According to the role and importance of human resource could have effective role in developing organization. Planning human resource help to organization that ensure from the position of human resource, adding forces, lacking human resource in different parts or in balancing them and be sure that suitable staff in suitable job have in suitable time. Planning management of human resource will help to organization that estimate organization changing relate to his activities to least costs. Human resource planning makes us confident about the existence of unity and cohesion in personal activities. According this, giving a complete ,efficient model that could cover all human resource planning in a good way, is an unpreventable necessity.

**Keywords:** Planning, Human resource, Improving, Method, Supply, Demand, Organization.

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### **1. Defining Human Resource Planning**

The first and the most simple definition that have in the human resource planning, belong to Mlykoj and Mahooti that said (human resource planning has predicated supply and demand of future staff in organization systematically). (Jahanian, 2009)

Human resource planning considered a effort that predicting the future of firm as an environmental demands and provide using condition of human resource for performing and meeting its need.

human resource planning is process that put one organization in suitable place by having number and correct kind of human resource and could do it in a effective method and reach to the total purpose of organization. (Jahanian, 2009)

### **2. The Importance of Human Resource Planning**

1- Continuous planning has facilitated and warranted leadership, if managers have left organization without planning, disorders has not been created in daily operation or this disorder has been decreased at least.

2- Providing staff and series of their skill have been facilitated strategic planning in future.

3- Facilitating studying job demanding and staff abilities, changes understanding, job resource tendency in market.

4- By defining staff demand in reaction strategic planning, facilitating resource and fund planning.

5- Organization facilitating staff development by defining skills for obtaining leadership purpose and warranting job successful in organization. (Jahanian, 2009)

### **3. The Stages of Human Resource Planning**

Stage 1 : studying future purpose of organization

Stage 2 : studying quantity and quality condition of human resource in organization

Stage 3 : predicting human resource demands ( estimating the value of human resource )

Stage 4 : predicting human resource demanding ( estimating the value of human resource from inside and outside resource)

# **Human Resource Planning Journal**

**Peter J. Dowling, Marion Festing, Allen  
Engle**



# Human Resource Planning Journal

**International Human Resource Management** Dennis R. Briscoe, Randall S. Schuler, 2004 This is an ideal foundation text for anyone studying or working in the International Human Resource Management IHRM arena This text utilizes and incorporates most of what is currently known researched or experienced in the field It features data and examples from academic research international businesses and consulting firms as well as experiences of and interviews with HRM managers in multinational and global firms This book offers both a theoretical and practical treatment of this important and constantly evolving area Thoroughly updated and revised this second edition now includes key terms learning objectives discussion questions and an end of book integrative case It has been designed to lead readers through all of the key topics in a highly engaging and approachable way This book focuses on IHRM within multi national enterprises MNEs and covers topics including MNE and country culture organizational structure strategy and design international joint ventures and cross border mergers and acquisitions labour standards ethics and codes of conduct selection and management of international assignees training and management development compensation and benefits health and safety and crisis management IHRM departments and professionals Uncovering precisely why IHRM is important for success in international business and how IHRM policies and practices function within the multinational enterprise this outstanding textbook provides an essential foundation for an understanding of the theory and practice of IHRM This book is essential reading for all students lecturers and IHRM professionals

*HRM and Performance* David E. Guest, Jaap Paauwe, Patrick M. Wright, 2012-12-19 The link between HRM and performance has become an important policy issue at both a national and a corporate level HRM and Performance draws on the knowledge and expertise of a number of leading international scholars in the field of HRM to provide a comprehensive overview of the current state of HRM and identify fruitful directions for theory research and practice A central question throughout is what's next for HRM and what are the keys to the future of managing people and performance

**Human Resource Planning** J. Bramham, 1994 Brings Together The Wealth Of New Ideas Which Have Emerged From The Personnel Management Revolution Into A Guide On How To Get The Most From Your Workforce Business Executive John Bramham Provides An Excellent Description Of Good Personnel Management Practices With Many Ideas Robin Gourlay Health Service Journal

**Human Resource Management** Greg L. Stewart, Kenneth G. Brown, 2019-06-18 Human Resource Management addresses the challenges faced by human resource managers integrating traditional theory with real world strategy to equip students with the knowledge perspective and skills they need to thrive in the ever changing global business environment Presented in a clear and relatable style this text emphasizes how effective human resource management and strategic planning work in concert to allow organizations to achieve maximum success The focus on practical application illustrates the essential link between strategic planning and implementation providing an inside look at

how real world companies increase effectiveness through world class human resources management practices A wealth of case studies discussion topics and exercises reinforce key concepts strengthening students ability to think strategically and integrate core HR management principles into the decision making process By mirroring the current landscape s increased reliance on smart people management strategy this text underscores the importance of HR management in attracting and retaining the top talent that drives an organization forward

**Human Resource Planning** James W. Walker,1980

**Human Resource Management** P B Beaumont,1993-09-20 This major textbook meets the clear need for a substantial but accessible introduction to the practice of human resource management HRM within the context of relevant theory and current debates In a discussion that ranges from the strategic and policy aspects of HRM to the day to day processes of employee management the author identifies and explores key concepts and skills Distinctive features of the book include a focus on issues of direct relevance to all line managers not just to human resource specialists a combination of a knowledge based approach with a practical introduction to the most important skills numerous examples encapsulating concepts and techniques in clear tables and a teaching appendix of discuss

**Strategic Human Resource Development** Jim

Grieves,2003-02-18 By challenging the reactive prescriptive and formulaic theories of late 20th century change management Strategic Human Resource Development seeks to draw the boundaries for a new discipline that views change as an internal and proactive approach to organizations

International Human Resource Management Peter J. Dowling,Marion

Festing,Allen Engle,2013 Dowling et al is a rare instance of a textbook that has developed alongside the field helping to shape what it is today and remains the market leading IHRM textbook worldwide The international author team have ensured this edition is even more international than its predecessors whilst also remaining close to curriculum developments New edition changes include a streamlined chapter structure and a new chapter on the cultural context of IHRM The focus on expatriates has been balanced with a stronger global management emphasis throughout The content also reflects the current economic climate including greater coverage of turbulence for IHRM and issues of employee separation There is also expanded coverage of business ethics outsourcing emerging markets and small medium enterprises In addition the new edition includes a wealth of case study material and class discussion material A fully tailored CourseMate and Instructor s website will also be available to adopters MARKET Dowling et al is a core textbook for International HRM modules IHRM as taught at intermediate and postgraduate levels on all HRM programmes and the majority of broad based business programmes It is also used on some International Management modules This textbook is autopackaged with CourseMate CourseMate brings course concepts to life with interactive learning study and exam preparation tools that support the printed textbook and the textbook specific website CourseMate includes an integrated eBook and interactive teaching and learning tools including quizzes flashcards videos and more and an EngagementTracker a first of its kind tool that monitors student engagement in the course

**Work, Organizations, and Technological Change** Gerhard Mensch,Richard J.

Niehaus,2012-12-06 This volume is the proceedings of the Symposium entitled Work Organizations and Technological Change which was held in Garmisch Partenkirchen West Germany 14 19 June 1981 The meeting was sponsored by the Special Panel on Systems Sciences of the NATO Scientific Affairs Division In proposing this meeting the Symposium Directors built upon several preceding NATO conferences in the general area of personnel systems manpower modelling and organization The most recent NATO Conference entitled Manpower Planning and Organization Design was held in Stresa Italy in 1977 That meeting was organized to foster research on the interrelationships between programmatic approaches to personnel planning within organizations and behavioral science approaches to organization design From that context of corporate planning the total internal organizational perspective was the MACRO view and the selection assignment care and feeding of the people was the MICRO view Conceptually this meant that an integrated approach was needed if all the dimensions of such problems within private and public organizations were to come out correctly *Strategy and Human Resources Management* John E. Butler,Gerald R. Ferris,Nancy K. Napier,1991 This book should be of interest to final year students on undergraduate professional courses in business studies and management *Human Resource Planning* David M. Schweiger,2013-03-08 Due to escalating pressures from domestic and global competitors and changes in societal norms laws and the economy during the past decade it has become clear to many executives that people are increasingly important to the success and survival of their companies but also increasingly more complex to manage Moreover it is likely that the complexity will increase even further in the Nineties as global and regional economies continue to emerge In Europe entirely new political entities will contribute to complexity and pose difficult problems in a multi ethnic society While creating many challenges these pressures are also creating excellent opportunities for human resource HR executives to make substantial contributions to their organizations Whether such opportunities are realized however will depend upon how well these executives develop refine and leverage both their business and human resource management skills This book which is a collaborative effort on the part of the editors of the Human Resource Planning journal and Gabler Publishing is intended for both line and HR executives interested in more effectively managing their employees It is a compilation of selected cutting edge articles published in the journal during the past five years It is divided into the following seven sections which represent important HR issues facing executives today and in the near future Section 1 The Human Resource Function in Transition Section 2 Strategic Human Resource Planning Section 3 Mergers and Acquisitions Section 4 Performance Appraisal and Performance Management Section 5 **Human Resource Management** William P. Anthony,Pamela L. Perrewe,K. Michele Kacmar,1999 Taking a strategic approach to human resource management this text integrates human resources with other functional areas such as marketing finance operations and accounting It links human resource strategies to corporate strategies demonstrating how HR fits into an organization Research Anthology on Human Resource Practices for the Modern Workforce Management Association, Information Resources,2021-12-30 Human resource

departments have been a crucial part of business practices for decades and particularly in modern times as professionals deal with multigenerational workers diversity initiatives and global health and economic crises There is a necessity for human resource departments to change as well to adapt to new societal perspectives technology and business practices It is important for human resource managers to keep up to date with all emerging human resource practices in order to support successful and productive organizations The Research Anthology on Human Resource Practices for the Modern Workforce presents a dynamic and diverse collection of global practices for human resource departments This anthology discusses the emerging practices as well as modern technologies and initiatives that affect the way human resources must be conducted Covering topics such as machine learning organizational culture and social entrepreneurship this book is an excellent resource for human resource employees managers CEOs employees business students and professors researchers and academicians

**Sustainable Human Resource Management** Sita Vanka, Madasu Bhaskara Rao, Swati Singh, Mallika Rao Pulaparthi, 2020-08-13 This book provides a multi stakeholder perspective on sustainable HRM for the policymakers managers and academics addressing issues approaches research studies frameworks and emerging patterns relating to the subject It discusses various aspects of sustainability such as making HR more responsible for ensuring sustainability focusing on the triple bottom line characteristics of sustainable HRM psychological contracts emotional intelligence and psychological capital The book also explores organizational citizenship behavior employment relations employee engagement sustainable leadership disruptive HR practices sustaining employee motivation educational sustainability sustainable career management sustainable environment employer and employee branding sustainable organizations organization culture training for sustainability sustainable employee performance business sustainability and sustainable employability It provides an update on the concept processes issues and emerging paradigms from multidimensional and cross country perspectives to showcase sustainable HR practices and appeals to the academics practitioners and policymakers in the area of HRM

Human Resource Management Gary Dessler, 2000 For Human Resource Management HRM and Personnel courses The 1 best selling HRM book in the market Dessler s Human Resource Management provides a comprehensive review of personnel management concepts and practices in a highly readable form This edition focuses on the high performance organization building better faster more competitive organizations through HR while continuing to offer practical applications that help all managers deal with their personnel related responsibilities

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evaluation For managers and executives involved with human resource issues      **Reassessing Human Resource Management** Paul Blyton Peter Turnbull, Professor Paul Blyton, Prof Peter J Turnbull, 1992-09-21 Drawing on a wide range of organizational examples this book brings a new balance to assessing the role and impact of HRM It looks at the core assumptions of an HRM perspective and at what happens when organizations seek to implement HRM The contributors show that there are a number of tensions and contradictions inherent in an HRM concept that raise central issues for practice They demonstrate that HRM is one approach to employee management that will tend to prevail in certain contexts and conditions rather than universally Specific themes include HRM and competitive success organizational culture and HRM HRM flexibility and decentralization reward management and HRM HRM Just in Time manufacturing and new technology HRM and trade unions HRM as the management of managerial meaning      **Human Resources Management Issues, Challenges and Trends** Ronald R. Sims, Sheri K. Bias, 2019-03-01 Human Resources Management Issues Challenges and Trends Now and Around the Corner explores and provides an updated look at some of the challenges trends and issues HRM professionals will need to focus on now and around the corner Like other departments in the broader organization HRM professionals will need to increasingly demonstrate how they add value and contribute to the organization s success While the trends challenges and issues impacting organizations and HRM professionals will continue to change over the years the bottom line of organization success is the clear reality that employees are their best assets and the need for effective HRM The book is intended to help to better understand the ongoing transformation of HRM given the issues challenges and opportunities offered by the contributors to this book This means the book discusses the ever evolving role of HRM professionals to include discussion of how the profession must continue to become more adaptive resilient quick to change direction and customer centered in its efforts to help meet the human resource needs of contemporary organizations and their employees The book contributes to the ongoing dialogue and insights offered by HRM experts on what HRM professionals and their organizations can do in the face of such challenges trends and issues in their efforts to win the talent wars      **Applied Human Resource Management** Kenneth M. York, 2009-02-10 Covers critical issues in the effective management of human resources which can be used for class discussions or be given as homework problems or used as essay questions on tests      **Readings in Human Resource Management** Michael Beer, Bert Spector, 1985

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## Whispering the Techniques of Language: An Emotional Quest through **Human Resource Planning Journal**

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