



Human Resource Management (Human Resource Planning)

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ABSTRACT

Human resource planning is the first thing an organization or company must do when a company seeks better human resource management. All organizations or companies must determine their future with different plans according to the demands of the times. Nowadays changes are rapid, so organizations or companies must be able to keep up with changes quickly and precisely. Organizations or companies must be able to anticipate and adapt to change. Therefore, personnel planning is becoming increasingly important for companies, due to the globalization of new technology and organizational change processes overshadowing organizational life repeatedly. Organizations that are not supported by employees which is in accordance with the quantity, quality, strategy and function that is good, of course the organization will find it difficult to maintain and develop its existence in the future, so that personal planning is successful. Influencing factors hi environmental factors, organizational decisions, employee supply factors.

Keywords: *Company, Human Resource Planning, Organization*

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INTRODUCTION

Human resource planning activities as part of human resource management (MSDM) activities comprehensive (Al-Romeedy, 2019; Maskuroh dkk., 2023). Therefore human resource planning is not only the task of HR managers, but all organizational managers plan needs and availability personal in accordance with interest they and progress organization (Jawaad dkk., 2019; Tambe dkk., 2019).

Managers try to ensure that they have selected the right number of employees and have certain qualifications, according to the needs of the work that exists at a certain

time to carry out the stages of implementing organizational plans (Hazen dkk., 2018; Prachand dkk., 2020).

Matter main in discussion is understand importance planning resource human (HR) Which can influenced by the organizational environment and designing planning in a manner effectivethus having a positive impact on the organization.

RESEARCH METHODOLOGY

In this case, the method used in making this article is a library research method or library research (Lehtola dkk., 2018; Lu dkk., 2021; Poyet dkk., 2019). Which is done by means or techniques of collecting data from books, literature, records and reports that we found in the literature related to job analysis (Fernandes dkk., 2020; Frederick & VanderWeele, 2020; Liaqait dkk., 2021). In this case we study and study materials related to job analysis material, then we carry out an analysis which we then develop in a descriptive form or we describe it in the form of paragraphs.

RESULT AND DISCUSSION

Definition of Human Resource Planning

Planning resource HRM is the most important function that must be carried out in an organization to ensure the availability of the right workforce for the right roles, tasks and jobs at the right time, all for that. goals and objectives that have been set (Carnevale & Hatak, 2020; Fesharaki & Sehhat, 2018; Toumi & Su, 2023).

Planning human resources as a plan systematic Foridentifying human resource needs and recruiting human resource planning human resource planning is a set of activities that anticipate and respond to future business and environmental requirements of the organization .the resulting job requirements (Singh dkk., 2020; Tang dkk., 2018).

Organizational incompatibility will burden the organization and become an obstacle in the future (Pelletier & Sonenberg, 2019; Wang dkk., 2018; Waples & Brachle, 2020). Apart from that, personnel planning must also be based on the results of job analysis (Ahrari dkk., 2021; Klug dkk., 2019; Lopes & Oliveira, 2020). Based on the information in the job descriptions and qualitative and quantitative needs can be determined and enlivened so that the organization can work effectively and efficiently. personnel planning within the organization according to the scholer.

Planning has two important relationships with the organizational environment, namely the relationship with organizational strategy and organizational culture. Planning Human resources are very closely related to organizational strategy (Hitka dkk., 2019; Yusoff dkk., 2020). By combining workforce planning with the formulation phase of implementing organizational strategy, you can increases the likelihood of having the right people in the right place at the right time the results are very important for the benefit of the organization. At the same time, it reflects the culture of the organization (Mazzetti dkk., 2021; Sugie, 2018; Useche dkk., 2018).

Examples of the majority of traditional organizational culture, for example, there is an assumption that work is closed execution for self-interest, work butu controlled work tends to avoid (Chancellor dkk., 2018; Lee dkk., 2018; Mäkikangas, 2018). While modern organizational culture shows the value of the majority which assumes that workers have an interest in working, workers can behave in sync using motivation & the recognition that work is an organizational asset .

It can be concluded that human resources planning is process analysis identification carried out by the organization regarding the needs for human resources as a result of which the organization can choose the necessary steps to achieve its goals. Apart from that, the crucial thing is to carry out human resource planning is that the organization will have a clear image of the future, and be able to anticipate deficiencies in the quality of work energy that is needed. needed..

The purpose of human or human resource planning

Organizational estimates on managing human resources. Therefore, it's culture organizational suggesting how HRM activities are carried out. The visible trend is the expected human resources.

The purpose of planning is to ensure that there is certainty between the suitability of work energy and the number of jobs available, both in number and quality . The purpose of HR planning is to determine the number of HR together characteristics, each (age, education, skills, traits) that the organization needs to achieve its goals strategic operational, andfunctional, while the goal is to (Davidescu dkk., 2020; Zaid dkk., 2018): 1) Determine the quality and quantity of employees who will fill all positions in the organization or company. 2) Ensuring the availability of present and future workforce, as a result of which every job is done. 3) Avoid happening management misunderstandings and overlap in task application. 4) make it easy coordination integration and synchronization (KIS) as a result of increased work productivity. 5) Avoid shortage or excess of work energy. 6) To be a guide in deciding the selection, development, compensation, integration, maintenance procedures, discipline and termination of employees. 7) Become a guide in the application for promotions as well as transfers and retirement of employees. 8) Be the basis for conducting employee evaluations.

Benefits of HR Planning

Benefits of HR Planning (Teimouri dkk., 2018; Van Looy dkk., 2019): Improvement of personnel information system and based on the first benefit above, it means that workforce planning also has the following objectives: 1) Efforts must be made through careful planning For ensure that every employee own chance Forgive the best contribution to the achievement of organizational or company goals. 2) Align activity HR more effectively with resource planning objectives Power human must identify potential and performance of each workforce so that it can be applied effectively and efficiently to jobs or tasks within the organization's workload. 3) You can save energy, time, money and upgrade accuracy processyour recruitment. 4) Personnel planning also helps HR managers to facilitate personnel adjustments. 5)

Long-term workforce planning helps organizations or companies Foranticipate the situation.

Human resource planning steps

The following are the steps that must be considered in a solid and integrated productivity improvement plan (Arafat dkk., 2021; Chakraborty & Biswas, 2020; Eka Widjaja dkk., 2020), viz: Situation analysis, designing procedure Forincrease productivity, build awareness productivity. That is, run the program. Productivity Which tall can achieve If employee ownmotivation and work environment to carry out their responsibilities. Motivation can raiseability For Work And collaborate, which indirectly increaseproductivity. Conversely, if employees have high motivation but are not supported by the environment Work Whichfun, then the productivity results are not good.

The steps in the workforce planning process include (Arfaee dkk., 2022; Desarno dkk., 2021; Ramanjulu, 2020): 1) Collect, analyze, and evaluate data used to develop personnel evaluations (and create a personnel information system), formulate human resource requests (and add them to human resource information systems). 2) Develop goals and policies development sustainable as well as seek approval and support from senior management. 3) Designing Andimplement action plans and programs in various areas of activity, such as recruitment, training and promotion, which enable the achievement of the organization's HR objectives. At the same time, in the second stage of the personal planning process, top management approves everything related to the statements in the personal planning process to planning.

Human resource planning techniques.

Manpower planning techniques Commonly used by companies are as follows An expert estimate: This includes informal, formal decisions and consultations with Delphi design experts (Aviso dkk., 2019; Benahmed dkk., 2018; Melyda dkk., 2022): 1) Trend analysis, request power Work can predicted by extrapolation (forecasting trend periodthen), indexing (usingyear base) And analysis statistics, (measure trendcentral). 2) workload analysis, this depends on the nature of the workload of the department, industry or division i.e. staff analysis: whenever production and period time must analyzed, considered must given to determine the net return on labor. 3) Another method, able to use several mathematical models and use computer support to determine personal needs. 4) budget analysis and planning, regression or new business analysis and developing software work.

When the supply of labor has been compared with future estimates, a work program can be prepared and developed according to needs. This includes recruitment and selection procedures as well as placement for a training program. According to the level of verification of expansion plans, development programs, etc. such training programs, depending on the amount of upgrading and technological progress that has taken place, it is also aimed at improving the skills, abilities and knowledge of the workforce. Choose approach Which possible you judgesuitability of the things above with the type of business you are running. It is hoped that there will be a link between

the workforce development business strategy that is applied (journal capitalhuman, 2009)

Human resource planning system.

Human resource strategy is a set of processes and activities undertaken jointly by human resource managers and line managers to address business problems related to people (Aviso Kathleen B. dkk., 2018; Kostic dkk., 2021; Mazari Abdessameud dkk., 2022). Therefore, HR strategy activities are based on: Collaboration between HR and line managers in managing HR Emphasis on business affairs related to people to achieve the set business strategic goals to improve current and future business performance and generate sustainable competitive advantage (Bhattacharya & Bhattacharya, 2023; Dol dkk., 2020). Facility Complements that can support HR strategy development, namely:

The increasing importance of HR involvement is caused by fundamental changes in the business environment (Aljarrah, 2021; Kohnová & Salajová, 2019; Lackie & Tomblin Murphy, 2020), including: Increasing importance HR involvement is due to fundamental changes in the business environment. These changes include: the rapid pace of business change with high levels of uncertainty, rising costs and increasing competitive pressure on profit margins, rapid technological change leading to increased demand for new skills through empowerment, education and retraining, increased organization complex (related to product, technology, location, business function, consumer or market), leaner, flatter and more flexible organizations, changing demographics with limited labor supply, increased focus on external forces (legal, judicial, employment relations, etc.), Problem Orientation is a way of providing a framework for HR and business agendas, as key questions can help companies make the "deal" to maintain the flexibility of their planning systems in rapidly changing conditions. At the same time, much more role is given to HR, and HR can bear greater environmental pressure.

Relationship between planning and HRM functions.

Sort of Relationship between planning And analysis job. Job analysis plays role important in resource planning man, temporary assess organizational needs, planning source Power humans use data analysis work Forcompare the actual skills of employees who are still in the organization. Several action plans can be agreed upon for these differences (Sakarya University & Yilmaz, 2022; Sasongko dkk., 2019). Connection planning with the withdrawal of man power With withdrawal of manpower is a crucial human resource planning activity and is intended to attract skilled staff Which required in order to fulfill need organization in the present (Ghotane dkk., 2021; Nurasiah, 2020).

Connection planning by selection Labor recruitment and selection together tell a tactic Human resource planning is critical to getting the skilled workforce needed to achieve organizational goals. The HR planning function details the number and type of employees needed (Callaway dkk., 2022; Jaana dkk., 2018). Connection planning with career planning. Planning HR complement and support planning career use forecast-predictions about job vacancies. Planning careeruse data to set expectations on

employee about chance forgain progress. Planning function career Alsohave in put worth for planning SDM. With put coverage of management career planning regarding HR genres that may occur in all organizations.

CONCLUSION

On in principle every organization can not be separated from existence management human resources; it is based not only on administrative functions such as planning, organizing, directing and controlling, but also on the functional functions of resource management man like recruitment, in practice, selection, performance evaluation, training and development and compensation practices. Planning resource Human or workforce planning is a series of activities that anticipate conditionor ganization's future business and environment respond need resource man Which happlied by condition such. planning resourcehuman resource total planning is one function of human resource management, which focuses on the development of steps strategic For provide source human resources of the organization in the required quantity and quality. Human resource planning is a managerial process that determines the movement of an organization's human resources from a desired location in the future resource Humans are a series of processes and activities that line managers undertake jointly to solve problem people.resources,affiliate organization matters.

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