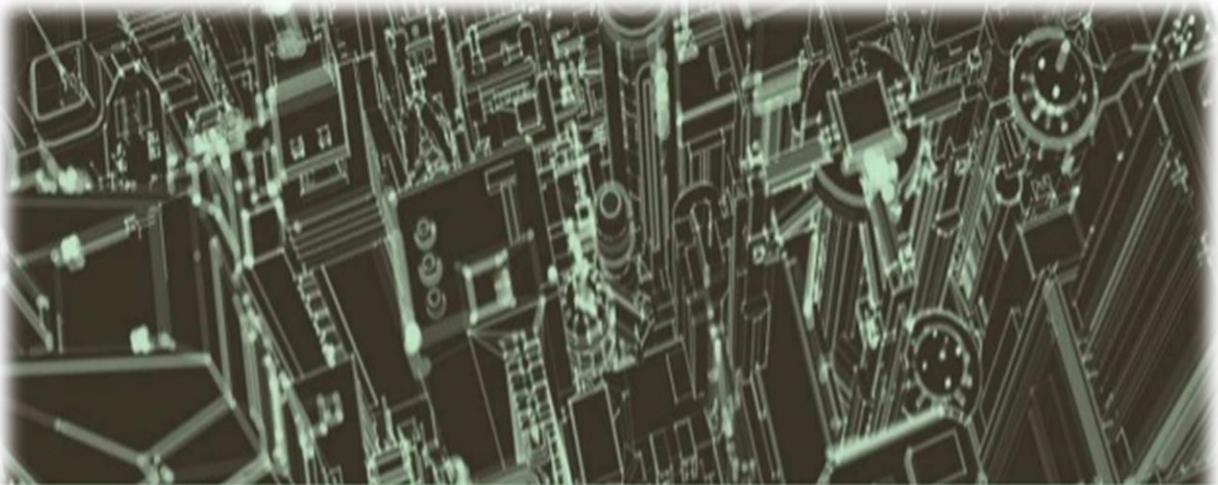


Significance of Resource Planning

Resources are the key to functioning of every organization, which is why it is important to plan for resources accordingly. Human resources are vital for proper functioning of the company and firms need to properly manage their resources to get the best out of them.

Human resource planning works to fulfil the various purposes of manpower requirement. It even aids in mobilizing the employed professionals in productive activities. The planning process even targets linking of business strategies and operations.



HRP planning Process



Some of the [significance of human resource planning process](#) is discussed below:

Handling the Change

For an organization it is important to deal with up with the change related to external environmental factors. Human resource planning plays an important part in coping up with these changes. It even helps in measuring the present human resources via HR inventory and adjusts with the changing technological, socio-cultural, economic, and political forces.

Development of Human Resources

Proper resource planning supports in identifying skills required in different job levels. It then organizes training and development campaigns in order to teach the necessary skills that will enable employees to perform tasks more efficiently and effectively.



Managing Future Manpower Needs

Through resource planning companies are able to ensure that there are enough resources available at any given point of time to carryout operations smoothly. It aids in determining the future needs of manpower in terms of both number and type. Hence, resource planning process can be considered a tool that comforts future availability of human resources in order to carry out various enterprise activities.

Recruiting Talented Professionals

Another important resource planning purpose is to help the company recruit the most capable professional to fill current vacancies. With the help of the planning process organizations can determine the different needs, assesses their present HR inventory level and finally employee the right personnel to perform the task.



Appropriate Application of Human Resources

The planning process works to ensure that the firm acquires as well as utilizes the hired manpower effectively to achieve its objectives. HR planning process even assists in evaluating and recruiting skilled human resources who can perform the tasks efficiently at minimum overall production cost.



Reduction in Uncertainty

It is important that the impact of sudden and uncertain changes in processes and procedures of management within the organization doesn't become a cause of concerns for employees. The HR planning process aims at reducing this uncertainty and helps professionals perform with the same zeal.

In the End

Resource planning process is vital for every organization functioning because poor planning can result in ineffective working and will also not produce the desired results.