

# Human resource planning and organizational strategy essay sample

[Business](#), [Strategy](#)



Human resource is about the people in an organization; which is the core of any organization and its strategic plan. When properly aligned, the human resource department contributes to a successful strategy and the financial bottom line of a company. To have full involvement with strategy development, human resource needs to compare what it does now, with what it needs to do to provide value to the organization's bottom line. Once the gap is seen, human resource needs to measure itself, and prove its worth as a strategic unit. Strategic planning is a step-by-step process of determining how to pursue the organization's long-term goals with the resources expected to be available. Continuous monitoring and evaluation of human resource strategic role expansion may prove itself to be worthy as a benefit to the bottom line. Human resource is viewed as the individuals in an organization.

These individuals ultimately determine the effectiveness of strategy development, implementation, and subsequent competitive success. A strategic approach that is aligned with human resource ensures that an organization's employees, skills, and abilities contribute to the achievement of its business goals (Huselid, Jackson, & Schuler, 1997). The role of human resource department will change when it comes to environmental learning, and adapting to change. The issues of human resource and the improved credentials, professionalism, and organization understanding of human resource will bring a strategic partnership with business planning and strategic elements (Burack, E. H. 1988).

## STAFFING PROCESS

The following list briefly describes each element of the staffing process:

1. Human resource planning. This aspect of staffing involves assessing current employees, forecasting future needs, and making plans to add or remove workers. To adapt to changing strategies and changing needs, managers must continually update their plans.
2. Recruiting. In this step, managers with positions to fill look for qualified people inside or outside the company.
3. Selection. This step involves testing and interviewing candidates and hiring the best available.
4. Orientation. In this phase of staffing, new employees learn about their surroundings, meet their coworkers, and learn about the rules, regulations, and benefits of the company.
5. Training and development. To train and develop employees, employers establish programs to help workers learn their jobs and improve their skills.
6. Performance appraisal. As part of the controlling function of management, managers must establish the criteria for evaluating work, schedule formal sessions to discuss evaluations with employees, and determine how to reward high achievers and motivate others to become high achievers. All these tasks are part of the performance-appraisal element of staffing

. 7. Compensation. This aspect of staffing relates to establishing pay and, in some cases, benefits.

8. Employment decisions. Workers' careers involve transfers, promotions, de-motions, layoffs, and firings. Making decisions about these career developments is part of the staffing process (Plunkett, Allen, & Attner, 2013).

When examining the relationship between the eight elements of staffing and the four activities of human resource planning, they work hand in hand.

There has to be a human resource plan in place if the staffing process is going to work properly. The human resource department does a job analysis, and study the groups of jobs to determine the basic duties and the human qualities needed to perform them (Plunkett, Allen, & Attner, 2013). The human resource department is a vital part of any business that is looking to grow and follow the staffing process.

## References

Burack, E. H. (1988). A Strategic Planning and Operational Agenda for Human Resources. *Human Resource Planning*, 11(2), 63. Plunkett, W. R., Allen, G. S., & Attner, R. F. (2013). *Management: Meeting and exceeding customer expectations* (10th ed.). Mason, OH: South-Western Cengage Learning.

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