

Human resource
planning paper
assignment animation
essay



**ASSIGN
BUSTER**

Human Resource planning is a process of developing the strategies of skills of the employees to reach the organizational needs. The role of the Human Resource Planning in a organization is to recruit the right person for right work, and work to meet organizational objectives and make the employees to respond to changes that made in the organization as well as changes made in the outside of the organization. Training and retraining strategies are also including in the Human Resource Planning Process.

Most of the organization wants Human Resource Planning Systems which is simple to understand, where the assumptions that can modified, also which are not take long time. To run such systems organization needs good monitoring action processes, approximate demand models, and an understanding how the resource that works in that organization.

Human Resource Activities:

Staffing: Attract the best Professional and Technical talents which are really organization needs to reach the organization Objectives.

Compensation: To attract that needed talent they should set and give the good salary that will meet or some extra of market rates.

Training and Development: This is the important activity of the Human Resource Team. HR activity is to tell employees about the skill requirements that needed to reach the organization goals and start giving the training needed to improve the skills of the employees in their particular fields.

Employee Relation: Maintaining the good relation between the all employees is very important and to maintain that relation HR has to set Some Basic Employee relation Rules of organization.

I have chosen Vodafone Company to Discuss about Human Resource Planning In this paper. The Role of the Human Resource Planning Team is to create a plan of action to supply the demand. The main 4 steps of the Human Resource Planning Team is to

1. Set Objectives
2. Generate Alternatives
3. Assess Alternatives
4. Choose Alternative

ABOUT VODAFONE

Vodafone is one of the world's leading company in mobile telecommunication, with a great presence in Asia, Europe, and the United States. Vodafone is an truly international mobile network company with having more than 260 million customers across the 2 markets and also partner networks in 42 more countries. In the United States this group operates as Verizon Wireless. Vodafone is 1st in UK and 11th globally in the Brands most powerful brands ranking.

VODAFONE OVER THE YEARS

Vodafone was started in 1984 under the name of Racal Electronics Plc. After in September 1991 it is demerged from the Racal Electronics Plc and changed the name to Vodafone Group Plc. Again after merging with the

<https://assignbuster.com/human-resource-planning-paper-assignment-animation-essay/>

AirTouch Communications, Inc., Vodafone Changed its name to Vodafone AirTouch Plc on 29 June 1999. On 28 July 2000 it changed to the former name Vodafone Group Plc.

KEY MILESTONES OF VODAFONE

- In January 2007 Vodafone reaches their number of customers to 200 million.
- In March 2006 Vodafone customers with 3G is reached to 10 million.
- In 2004 Vodafone launches their first 3G service in Europe.
- In 2002 Vodafone starts global mobile payment in Germany. This helps customers to buy goods by using the Vodafone mobile.
- Also in 2002 only Vodafone Starts the GPRS roaming Service, it helps customers to access e-mails on their phone.
- In 2001 Vodafone Introduces SMS.
- Vodafone makes the first 3G roaming call in world in between Japan and Spain.

The role of the mobile phone in the society has changed tremendously over the years. Vodafone is having 1, 150 directly owned stores, which sell services to new customers upgrade or renew for existing customers and also Vodafone having 6, 500 branded stores, which sell Vodafone's products and services exclusively. And also Vodafone is planning to open 90 more stores in Spain and 21 more stores in Romania during this year.

“ Mission Statement/Statement of Values

Vision and Values

Our Vision and Values guide the way we act.

<https://assignbuster.com/human-resource-planning-paper-assignment-animation-essay/>

Our Vision

To be the world's mobile communication leader enriching our customers' lives through the unique power of mobile communications.

Our Values

Our Values are about the way we do things. They describe the way Vodafone people are expected to behave within the business, to help turn our vision to reality.

- Passion for customers: “ Our customers have chosen to trust us. In return, we must strive to anticipate and understand their needs and delight them with our service.”
- Passion for our people: “ Outstanding people working together make Vodafone exceptionally successful.”
- Passion for results: “ We are action-oriented and driven by a desire to be the best.”
- Passion for the world around us: “ We will help the people of the world to have fuller lives – both through the services we provide and through the impact we have on the world around us (csr globe)”.

In Vodafone they are providing very good training for their employees to reach their

Goals. The few tasks of the HR Training Developer in Vodafone are:

- Perform development, of training materials and user documentation within HR

- Perform delivery of super user/train the trainer/end user sessions
- Produce training needs analysis as required for HR
- Owner of the Finance element of the core training library
- Liaison with transformation, and the transition team (vodafone careers)".

For the “ Excellent HR Initiative Award” Vodafone Malta has been selected by the Foundation for Human Resources Development. This award tells that the company’s encouragement for employees towards their career growth and as well as company’s growth. And it tells about the good training that Vodafone is providing to their employees to reach the organization goals.

Vodafone conducts the Performance Management Process to rate the employees. Calibration is an important step in the Performance Management Process to rate the employees in a fair throughout the organization.

Martin Gregory, Vodafone Malta Head of Human Resources, said: “ Our people have a big impact on how we perform as a business and on our success. We are proud to be recognized by the Foundation for Human Resources Development for our accomplishments in this area.”

“ Matthew Brearley, Director of HR, Comms & Property for Vodafone Ltd talks about building staff momentum and leading through budget cuts in this most modern of giants.

Matthew Brearley was appointed UK HR Director at Vodafone in 2006 having previously worked at British Foods, B&Q and Marks and Spencer. At M&S Matthew’ Brearley’s role involved overseeing the People Strategy and

transformation of HR for a workforce of 57, 000 employees across 320 stores. Matthew is currently applying his skills and experience to drive performance and efficiencies at Vodafone.

Matthew Brearley holds a key role on the UK board working closely with Vodafone's UK CEO Nick Read. Matthew Brearley is truly focussed on HR at the heart of business, how Vodafone must drive through change in an increasingly tight economy, and the critical role of leaders (meettheboss, 2009)".

The purpose of the HR function in Vodafone is they take the real company strategy and it's bring into the live organization to the people to build the capabilities and creating the environment and culture. The main Steps in the Human Resource Planning are Forecasting, Inventory, and audit.

" Short-Term Human Resource Planning

Many I/O psychologists work on activities related to designing and implementing programs (e. g., recruitment, selection systems, and training programs) to meet shortterm organizational needs. Such activities generally involve an element of planning in that they are future-oriented to some extent. Even projects for which objectives are expected to be achieved in as little time as a few

months have, ideally, been designed with an understanding of how the short-term objectives are linked to the achievement of longer term objectives. For example, an aeronautics company engaged in a recruitment campaign to hire 100 engineers should have a clear understanding

of how this hiring goal will help the company achieve long-term goals such as becoming the world's most innovative company in that industry. This hypothetical company also might have a college recruiting drive designed to find 75 college graduates to enter a training program in recognition of the fact that a growing company needs to prepare for the middle managers it will

need 5 to 7 years hence, as well as the top level managers it will need in 10 to 15 years. As this hypothetical example highlights, in order for a clear linkage to exist between human resource planning and strategic business planning, it is essential that an organization's top executives have

a fully articulated vision for the future, which has been communicated and accepted by managers throughout the organization.

Long-Term Human Resource Planning:

Increasingly, long-term human resource planning (for beyond three years) is becoming critical to the effective functioning of organizations. The rapidly changing and highly competitive worldwide marketplace is causing firms to turn to their human resources for survival and competitiveness. Because there is a greater understanding that an organization's work force cannot be turned around

on a dime, long-term human resource planning is gaining currency. It is an activity that demands integration of the skills and knowledge of the human resource planner and all the other executives responsible for strategic planning. Although there are many types of long-term planning efforts, we

use succession planning as our primary example of the process (HRPlanning pdf)".