

## **IMPACT OF HUMAN RESOURCES PLANNING ON THE ACTUALIZATION OF ORGANIZATIONAL GOAL**

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### **ABSTRACT**

In any organization human resources are the foremost important assets or the corner stone of every organization. They're the foremost utilize their full potentials. Every organization is therefore human oriented a component without which the organization is reduced to zilch. Planning the resources could also be a useful gizmo within the actualization of organizational goal. It is ironical to urge that tons of meaningful and powerful organizations don't see the need to carry out planning activities in human resources. This has accounted for the continual rise in conflicts in organizations, slow rate of growth, poor productivity and low profitability. Many organizations have neglected this aspect of designing believing it cost much to start it, forgetting that it cost far more to not actualize a group goal. Therefore, every organization must plan its manpower needs, so on meet-up their personal requirements and its overall goals and objectives effectively and efficiently.

**Keywords:** Cooperatives, Socio-economic Development, Women's and Youth Empowerment

### **I. INTRODUCTION**

With specialties within the 1980s human resource management has started gaining and sustaining competitive advantage because it does to reinforce competitiveness and to feature valve to the firms in everything's. It does with these, human resources management has repositioned what wont to be called personnel management by giving it greater acceptance, scope responsibilities and position of influence and has started playing strategies roles in a number of the subsequent areas. Through better management and utilization of individuals and improvement within the professional skills of managers. The human resource is that the only sorts of organization resources capable of self management also as managing others resource for the achievement of the organization goal(s).

### **II. THE STUDY'S BACKGROUND**

The history of designing is old as man himself planning had started from the traditional era during the primitive period when there have been no industries or firms. Planning may be a basic function of management thus therefore means planning pervades all the functional area of

management which include personnel, production, research and development, marketing and finance.

Through planning organization goals and objective are determined; the resources available must be strategies to realize the goals and objectives. Planning provide answers to what? How? When? And their relationship to organization activities.

In personnel management function, human resources panel may be a basic function. Human resources planning is sometime mentioned as workforce planning, which is defined because the process of the proper number of qualified people into the proper job at the proper time. To ensure adequate workforce within the organization, management must plan properly, proper planning during this respect involves accurate projection of the longer term , taking inventory of existing workforce, comparing the force with the prevailing one and take corrective measure.

Productivity means rate of output, degree of result and success which is directly associated with profitability and turnover. This research study concentrates on the possible impact of human resources planning on workers productivity. The human resources mean the human that are within the organization. Without them there cannot be production. So there's need for the organization to plan well for its human resource.

### **III. STATEMENT OF THE PROBLEM**

One of the foremost serious problems facing SSABML is that the acute shortage of qualified resources. The problem of inadequate skilled manpower in Nigeria Limited sector might be traced to variety of things which include the colonial administrative policies which gave the local population more opportunity to develop. Some of the matter faced by the human resources planners is as follows:

- 1.Management of fund, funds kept for the right planning management of the organization is usually converted to their private pocket by the highest management.
- 2.As a results of lack of motivation money of our expertise in Nigeria have gone to a board where they're going to be paid and sleep in a cushty house with all kinds of fringe benefits
- 3.The rate of labour turnover is increasing due to lack of facilities in our higher institutions, irrelevance of the tutorial curriculum to the necessity of the economic.

### **IV. SIGNIFICANCE OF THE STUDY**

This study is necessitated by the urge and the need for the research, reader and organizations in

general to understand the advantages of implementation of human resources on productivity stem that will function tool for achieving higher organization productivity. The following are the importance of study to the researcher:

1. To function guide to corporate individuals, organization and student alike in furtherance to their research on the topic matter
2. To help government within the determination of how productive is both public and personal sector of the economy
3. To function a reference materials for college kids who will wish to conduct similar studies on this subject .

## V. HUMAN RESOURCES PLANNING ON THE ACTUALIZATION

This study is of the view that human resources is extremely important believe the assembly, management and government as an entire. Human resources won't be of any value if it is not productive. Therefore, to spot factor which hamper the effective and efficient operation of SSABML, the management of SSABML must strategize using the all resources available in their care to form sure that their objective is achieved at the highest of the day. So on guide the study, subsequent objectives are put forward:

- To determine how employees are being compensated also because the perquisite received
- To ascertain whether the service rephrasing to customer are of optimum quality
- To find out the particular problem affecting the management of Sonal System Association Business Management Limited.
- To find out the extent of the labour turnover and thus the way it affect on the productivity within the organization
- To see how human resources planning has change the extent of production capacity within the SSABML

## VI. CONCLUSION

Human resource planning being administered within the company may help the human capital managers to spot the areas where shortage or excess manpower is probably going to occur in future. Having administered human resource planning after recruitment exercise, it gives an organization a much better opportunity of

recruiting the right skilled personnel require for the work , by organizing training programme for her employees after recruitment. And placement helps to extend the standard of employees performance. It decreases labour turnover and as a motivational tool. it's pertinent to say that manpower or humanresource planning have positive impact on the organizational performance effective human resource planning are the essential for optional and successful operation of the organizations.Finally organization having the right number and sort of people at the right places, at the right time, is capable of efficiently completing in achieving its overall objectives.

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