

THE IMPACT OF HUMAN RESOURCE PLANNING ON PRODUCTIVITY

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ABSTRACT

This research is designed to cover Human Resources Planning in relation to Productivity in Private Sector. As a Human Resource Manager, Human Resources Planning are relevant function of management in an organization for the purpose of actualizing set goals and objectives. Human Resources Planning is a process of analyzing an organization Human Resources needs under changing condition and developing the activities necessary to satisfy these needs. Human Resources Planning to aid to find out actual problem affecting management of Nigerian Sonar System Social Business Management Limited using primary and secondary data as a source of information. Good human resources planning is responsible for higher productivity in the private section. There should be regular and adequate personnel planning in organization to cater for lapses or inadequacies where they exist.

Keywords: planning, productivity

I. INTRODUCTION

The history of planning is old as man himself planning had started from the ancient era during the primitive period when there were no industries or firms. Planning is a basic function of management thus therefore means that 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 achieve the goals and objectives. Planning provides answers to what? How? When? And their relationship to organization activities.

In personnel management function, human resources panel is a basic function. Human resources planning is sometime referred to as workforce planning, which is defined as the process of the right number of qualified people into the right job at the right time. To ensure adequate workforce in the organization, management must plan properly, proper planning in this respect involves accurate projection of the future, taking inventory of existing workforce, comparing the force with the existing one and take corrective measure. Productivity means rate of output, degree of result and success which is directly related to 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 in the organization. Without them there cannot be production. So, there is need for the organization to plan well for its human resource. Proper planning enhances the productivity of an organization. How? Planning helps to resolve problem of shortage of staff

in organization. It also helps in determining and planning whatever capital, material, equipment and personnel required in an organization in order to achieve organization objectives

- Human resource planning defining the duties and responsibilities of the personnel employed and determining the manner in which their activities are to be interrelated
- Human resource use planning to assess external forces to help the firm deal with environmental uncertainty by mobilizing scarce or limited resources to neutralize potential threats.
- Planning make control possible, which is, comparing actual outcome with performance standards and taking corrective action if variance exists
- Human resource planning management development by helping managers to take proactive role in moving the organization toward a future desired state.

Lastly, human resource planning function include staffing, that is acquiring qualified and appropriate number of workers for an organization, to determining and acquiring other resources and proper allocation of these resources. In addition, co-ordination of activities of all members and parts of an organization is another major purpose of human resource planning in order to boost production.

II. LITERATURE REVIEW

Human Resource Productivity (HRP): is the amount of goods and services that a worker produces in a given amount of time. It is one of several types of productivity that economists measure. Workforce productivity can be measured for a firm, a process, an industry, or a country. It was originally (and often still is) called labor productivity because it was originally studied only with respect to the work of laborers as opposed to managers or professionals. The OECD defines it as "the ratio of a volume measure of output to a volume measure of input". Volume measures of output are normally gross domestic product (GDP) or gross value added (GVA), expressed at constant prices i.e., adjusted for inflation. The three most commonly used measures of input are: hours worked; workforce jobs; and number of people in employment.

Measured labor productivity will vary as a function of both other input factors and the efficiency with which the factors of production are used (total factor productivity). So, two firms or countries may have equal total factor productivity (productive technologies) but because one has more capital to use, labor productivity will be higher. Output per worker corresponds to the "average product of labor" and can be contrasted with the marginal product of labor, which refers to the increase in output that results from a corresponding (marginal) increase in labor input. The factors affecting labor productivity or the performance of individual work roles are of broadly the same type as those that affect the performance of manufacturing firms as a whole.

They include: (1) physical-organic, location, and technological factors; (2) cultural belief-value and individual attitudinal, motivational and behavioral factors; (3) international influences – e.g. levels of innovativeness and efficiency on the part of the owners and managers of inward investing foreign companies; (4) managerial-organizational and wider economic and political-legal environments; (5) levels of flexibility in internal labor markets and the organization of work activities – e.g. the presence or absence of traditional craft demarcation lines and barriers to occupational entry; and (6) individual rewards and

payment systems, and the effectiveness of personnel managers and others in recruiting, training, communicating with, and performance-motivating employees on the basis of pay and other incentives. The emergence of computers has been noted as a significant factor in increasing labor productivity in the late 1990s, by some, and as an insignificant factor by others, such as R.J. Gordon. Although computers have existed for most of the 20th century, some economic researchers have noted a lag in productivity growth caused by computers that did not come until the late 1990s (Manufacturing in Yaghoubi et al. 3169 Britain, 2003). Altin and Lars (2005) believed that productivity index in the services sector depends on human factors (human resource).

Japan productivity center (JPC) introduced to increase productivity of employees in three factors: development of employees included empowerment and their education, participative management, justice and equitable distribution (understanding of employees from equitable distribution and productivity growth); likewise, this center (JPC) knows factors of speed of operations, quality of operations, unit cost, job flexibility, people commitment, right communications, understanding of productivity, satisfaction and quality of work life and goodness of people participation as indexes of people productivity (Stainer, 1997).

III. METHODOLOGY

East Azarbaijan Science and Technology Park (EASTP) was founded in the year 2003. It is located in Tabriz, Capital of East Azarbaijan province, Islamic Republic of Iran. On June 3rd 2003 East Park became a member of IASP. IASP (International Association of Science Parks) established in 1984- is located in Spain. It consists of members from 73 different countries from all over the word .East Azarbaijan Science and Technology Park is now a full member of IASP (2008). The process of human productivity in the present organization is clear and also in this organization were persuaded employees to motivation and makes entrepreneurship ideas. Data for this study were collected by the questionnaires of Human Resource Productivity planned by researcher with 34 items of four indexes: job satisfaction (Weiss et al., 1967)), organizational participation, organizational commitment (Ngunia et al., 2006) and creativity; and also for assessing Organizational Citizenship Behaviors of employees, the questionnaires of OCB developed by DiPaola et al. (2004) that contained 15 items was used. The respondents were employees of EASTP of East Azerbaijan-Iran. The questionnaires used 5 point Likert scales (1 represents strongly disagree and 5 represents strongly agree) to measure the construct. Cronbach's α for this scale was 0.86 to Organizational Citizenship Behaviors questionnaire and 0.91 to Human Resource Productivity questionnaire respectively. Data analysis was carried out by using the statistical program packages SPSS 17.0, Amos 16.0.1 and Lisrel 8.54. Among the respondent, 74.2% was male and 25.8% female. Majority of the respondent are in the middle age which is between 35 to 45 years (59.6%). 45.7% has been working with the organization for 3 to 5 years, 33.7% have been working between 1 to 3 years. Majority of the respondent have masters and bachelors degree (74.9%).

Human Resource: are those inherent and special traits as skills, creative abilities experience, talents, energy, knowledge competence, belief etc. that a person possesses which are needed and put to use by a person or a group of achieve set goals and objectives

Planning: is the process managers use to identify and select appropriate goals and courses of action of an organization. They resultant plans that come out of planning process details the goals of organization and specifies how they are intended to be attained. Like people, organizations can not have it all done, so in a scale of preference they need to determine their pro-rates and concentrate their energy and other resource to release their aims

Organization: According to organizations are setup to achieve purposes that individuals to achieve on their own organization they provide a means of working with others to achieve goal like to determine by whoever is in the best position to influence them ...A key characteristic of organization is their complexity. Individuals in organization depends on each other's effort through interactions and which enable them work to words the realization of common goal. Laid down structures however fashion out how they relate to others. It can also be defined as a group of people identified with shared interest or purposes example business or school.

Human Resource Planning: is defined as a rational approach to the effective recruitment, retention, and deployment of people within an organization including, when necessary, arrangements for dismissing staff. It is therefore concerned with the flow of people through and sometimes out of the organization. It is however not a mere numbers game but rather concerned with the optimum deployment of people's knowledge, skill creative abilities, etc. and hence qualitative and quantitative. Human resources planning has been defined by Denis and Griffin as the process of forecasting the supply and demand for human resources within an organization and developing action plans for aligning the two.

Productivity: the state or quality of being productive. The effectiveness of productive effort especially in industry as measured in terms of the rate of output per unit of input.

Organizational Commitment: an important factor in organizations that has attracted the attention of researchers is organizational commitment. It is binding force and stable psychology that links employee with the mission of the organization (Thomas et al., 2006)¹. Bishop et al. expressed three features for organizational commitment:

- 1.Link with goals and objectives of organization.
- 2.Desire to be tied according to company name.
- 3.High desire to continued membership (Bishop et al., 2000).

Organizational participation: participation phenomenon is life-force and dynamic, freshness and productivity factor in organization that creates network communications in organization and causes rapid movement from status quo to good condition by collective thought. Also, participation of people causes individual growth and organizational excellence and likewise enhances morale, job satisfaction and upgrades employee's occupational prestige.

Job satisfaction: Job satisfaction has been defined as a pleasurable emotional state resulting from the appraisal of one's job (Locke, 1976 cited in Brief and Weiss, 2001); an affective reaction to one's job (Cranny et al., 1992 cited in Weiss, 2002); and an attitude towards one's job (Brief, 1998 cited in Weiss,

2002). Weiss (2002) has argued that job satisfaction is an attitude but points out that researchers should clearly distinguish the objects of cognitive evaluation which affect (emotion), beliefs and behaviors (Weiss, 2002). This definition suggests that we form attitudes towards our jobs by taking into account our feelings, beliefs, and behaviors.

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 serve as tool for achieving higher organization productivity. The following are the significance of study to the researcher:

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

V. LIMITATION OF THE STUDY

The study was with constrained, some of these constraints are:

- Finance: It was no doubt a great limited of factors for this project considering the worldwide economic recession and the particular financial squeeze within the country. All these combined together or bear on me.
- Time Limit: There is also limited amount of time in the course of investigation. This based in the fact that the researcher will have other task to perform, these include often assignment in the school going for lecturer, preparation for test, examination and other to maintained but few.
- The school authority imposed a time limit in the submission of the complete work. Base on the submission of the completed work. Base on these the project will cover those areas that are very crucial to the problems under investigation.
- Lack of Trust: Another limitation is that I was not permitted to make use of certain documents for security purpose because the organization would not like its secret to be leakage out despite the backup letter given by the project coordinator.

VI. CONCLUSION

Thus, from the literature review, definition of terms and limitations of the study this paper can be concluded with various factors which might help the readers view in the impact of HRP on productivity. The function of Human Resource Management plays a crucial role in assuring employee satisfaction, enhanced business productivity and performance. As a result, this can provide the organization with a clear competitive edge and openly contribute to the organizational success in general. Proper selection of an employee is priority

basis function of HRM to increase the Productivity of the firm. The study revealed a significant relationship between Human Resource Management (HRM) practices and employee's performance. The study revealed that employee's performance can be increased by giving employees an opportunity to make effective decisions

VII. REFERENCES

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