

Hello,

Perfectly done discussion indeed. This chapter explores the importance of HR planning about corporate strategy, highlighting HR's function as an ally in accomplishing business goals. To ensure the workforce is used efficiently to create success, it is essential to understand the HR strategic planning process and how it integrates HR activities with larger company goals. An important part of strategic human resource management is human resource planning, which is predicting the number of workers needed to achieve organizational goals and adapting to external variables like changes in the market and new technologies. With its methodical examination and definition of each job's functions, responsibilities, and needs, job analysis becomes an essential procedure within HR planning. Job descriptions, which outline the key responsibilities of a position and how to apply for them, are based on this study and help in the hiring process.

References

Martocchio, J. J. (2018). Human Resource Management (15th ed.). Pearson Education (US). <https://reader2.yuzu.com/books/9780134739755>

Md Faisal Bin Ayub

Hello Faisal,

Wonderfully done discussion. Organizations engage in strategic planning when determining their long-term objectives and mapping out a course of action to achieve them. To ensure that the workforce can achieve the organization's strategic goals, strategic planning in

human resource management comprises aligning human resources with organizational objectives (Martocchio, 2017). Strategic planning is only complete with HRP. HRP is crucial to ensure the organization has the right people in the right roles at the right times and anticipate future human resource needs (Martocchio, 2017). A successful HRP will consider future skill needs, identify gaps in the current workforce, and devise strategies to fill those gaps. "Job analysis" refers to the systematic approach of collecting, documenting, and analyzing data about a task. It includes details on a given position's responsibilities, skills, and qualifications (Martocchio, 2017).

References

Martocchio, J. J. (2017). *Strategic Compensation: A Human Resource Management Approach*. Pearson.