

16 Lecture - MGT211

Important Subjective

1. **What is human resource planning?**

Answer: Human resource planning is a process of forecasting an organization's future manpower needs to ensure that it has the right number of employees with the required skills and knowledge to achieve its objectives.

2. **Why is human resource planning important?**

Answer: Human resource planning is important because it helps organizations to identify and address potential skills shortages, recruit and retain the right employees, and ensure that the organization has the right mix of skills and experience to achieve its goals.

3. **What are the steps involved in the human resource planning process?**

Answer: The steps involved in the human resource planning process include analyzing the current workforce, forecasting future workforce needs, determining the gap between the current workforce and future needs, developing a plan to address the gap, and implementing and monitoring the plan.

4. **What are the benefits of human resource planning for an organization?**

Answer: The benefits of human resource planning for an organization include reduced employee turnover, improved workforce productivity and efficiency, better employee engagement, and reduced costs associated with recruitment and training.

5. **What is workforce analysis in human resource planning?**

Answer: Workforce analysis is a process of examining an organization's current workforce in terms of their skills, knowledge, and experience to determine the organization's strengths and weaknesses and identify areas where improvements are needed.

6. **What are the external factors that affect human resource planning?**

Answer: The external factors that affect human resource planning include economic conditions, demographic trends, technological advances, and changes in laws and regulations.

7. **How does human resource planning help in succession planning?**

Answer: Human resource planning helps in succession planning by identifying the key positions in an organization and the skills and knowledge required to fill those positions. This enables organizations to develop and implement a plan to ensure that they have a pool of qualified employees to fill critical roles as they become available.

8. **What is talent management?**

Answer: Talent management is the process of identifying, developing, and retaining key employees to ensure that an organization has the right mix of talent to achieve its goals.

9. **What is the role of human resource planning in talent management?**

Answer: Human resource planning plays a critical role in talent management by identifying the key skills and knowledge required to achieve an organization's objectives and ensuring that the organization has the right mix of talent to meet those needs.

10. **What are the challenges associated with human resource planning?**

Answer: The challenges associated with human resource planning include the dynamic nature of the workforce, changes in the business environment, and the difficulty in accurately forecasting future workforce needs.