HUMAN RESOURCE PLANNING CASE STUDY

There are two case studies. First case is Royal Hand Loom (RHL) which has a single weaving factory. The second case is AAA Hand Loom (AAAHL) which has .

The Treasury Board as employer is responsible under the Financial Administration Act for identifying the current and future needs of the public service, and for establishing basic qualification standards for positions. An interdepartmental human resources planning working group was created in October. The study further endeavours to determine what the human resource planning processes in the Department of Library and Information Services entails as well as whether human resource planning in the Department of library and Information Services takes the external environment into account. HRM therefore involves finding out about the needs and aspirations of individual employees, for example through the appraisal process and then creating the opportunities within the organisation. It was equally obvious that the business case for any actions would be enhanced if she could convey to management some idea of how much labour turnover was costing the company and therefore how much could be saved by reducing it. Effective HRP reduces the pressures on the management and employees, as both employment and retrenchment would be well planned and phased out over a comfortable time span, avoiding unpleasant consequences. Related Papers. An intensive recruitment campaign has been conducted over the three years in the highly competitive local and national labour market by the Head of HR and his assistant. The fact that the department is classified as an unfunded mandate also contributes to the current human resource environment in the department. For more academic resources and other FREE material, please visit www. Faced with these results of her analysis the recruitment manager spent some time thinking about what she should put into her report. The term HRM has thus come to refer to an approach, which takes into account both: 1. The Head of HR resigned six months ago, as did his assistant. Talent management and succession planning is not formally practised in the department and the work place skills plan of the department is not run optimally. Development - the provision of opportunities and courses for individuals to develop skills, knowledge and attitudes that help themselves to achieve personal objectives. This helps the organization to achieve its overall objectives. List the information required to produce an estimate of the cost of labour turnover, identifying what was already available and what more would be needed. Forecasting the overall human resource requirements involves studying the factors affecting the supply and estimating the increase or decrease in the external and internal supply of human resources. However, the term Human Resource Management HRM has come to mean more than this because people are different from the other resources that work for an organisation. In April, the working group also published a discussion paper with several recommendations to help improve the state of planning practices and capacity across the public service. Show full item record Abstract This study focuses on the human resource planning challenges of the Department of Library and Information Services in the City of Cape Town. Technicians are appraised by their line managers to identify their personal training and development needs. The company was established as the base for the European marketing and manufacturing activities of the parent company. Training Opportunities and courses for individuals to develop skills, knowledge and attitudes that help the organisation to achieve its objectives. The replacement Head of HR was alerted to a number of recruitment problems and engaged an experienced recruitment manager, who was asked to investigate the problems and recommend solutions. Based on extensive consultation and research, the working group drafted a number of planning tools, including a planning calendar and checklist, tool kit, and guide. Different individuals have their own needs and aspirations. Anecdotal evidence obtained from managers indicated that the problems of retention and the increasing time taken to fill vacancies were beginning to cause serious problems for the business. The new Public Service Employment Act enables deputy heads to fill positions based on essential qualifications and considerations for current and future needs at the organizational level.