



Impact Of Human Resources Planning On The Actualization Of Organizational Goal

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Abstract: This research focuses on the effects that Human Resources Planning (HRP) has on achieving organizational objectives. It discusses how strategic HRP integrates the capabilities of the workforce with business goals and responds to fluctuating market requirements. The study summarizes the development of HRP theories and models, outlining the strategic significance of an effective alignment between HR strategies and business demands. It outlines different HRP models including Contingency Model and Resource-Based View, emphasizing their contribution towards improving organizational performance. Using a secondary data analysis method, the study relies on available datasets and SPSS for quantitative data analysis. It evaluates such variables as Employee Turnover Rate, Training Hours, Employee Satisfaction Score, HR Investment and Organizational Performance Score in various organizations. The results show that there are quite high differences in HRP metrics between different organizations hence the need for tailor-made HR strategies. Poor relationships between these variables and organizational performance suggest that the direct effect of HRP elements is complicated, and not always straightforward.

Keywords: Human Resource Planning, Organizational Goals, Workforce Planning, Employee Performance, Strategic HRM, Organizational Effectiveness, Manpower Planning, Employee Productivity, Talent Management, Organizational Performance.

I. INTRODUCTION

Human Resource Planning refers to the systematic process of forecasting an organization's future human resource needs and ensuring that the right number of employees with the right skills are available at the right time. In today's competitive business environment, organizations must align their human resources with strategic objectives to remain successful. Organizational goals represent the targets and objectives that a company aims to achieve within a specific period. These goals may include profitability, market expansion, customer satisfaction, productivity, and innovation. HR planning ensures that manpower resources are efficiently utilized to accomplish these goals. Human Resources Planning HRP is a critical strategic process in organizations, key to aligning workforce capabilities with business results. It encompasses the prediction of what HR resources are going to be required in future, dealing with present resources, and filling voids by recruiting specifically and training staff (Tamunomiebi & John-Eke, 2020). This systematic approach not only guarantees a competent and prepared workforce capable of going through market changes and adapt to new technological phases.

II. OBJECTIVES

- To examine the concept and importance of Human Resource Planning.
- To analyse the relationship between HR planning and organizational goal achievement.
- To evaluate the role of recruitment and selection in achieving goals.
- To study the impact of training and development on organizational performance.

III. STATEMENT OF PROBLEM

In the modern business environment, organizations operate under intense competition, rapid technological change, and dynamic market conditions. Despite having clearly defined goals such as profitability, productivity, market expansion, and customer satisfaction, many organizations struggle to achieve these objectives effectively. One of the major reasons identified is the lack of proper Human Resource Planning. Poor HR planning often results in issues such as overstaffing or understaffing, skill mismatches, low employee morale, high labour turnover, inadequate training, and inefficient utilization of human resources. When the right employees with the right skills are not placed in the right positions at the right time, organizational performance is adversely affected. Additionally, failure to align HR strategies with organizational strategies can create gaps between planned goals and actual performance outcomes.

IV. SCOPE OF THE STUDY

The scope of this study is limited to examining the impact of Human Resource Planning on the actualization of organizational goals within selected organizations. The study focuses on key HR planning activities such as manpower forecasting, recruitment and selection, training and development, performance appraisal, and employee retention strategies.

V. REVIEW OF LITERATURE

- Bahiroh (2024): Concluded that structured workforce planning enhances productivity and performance.
- Khan et al. (2024): Reported a positive relationship between HR planning practices and organizational goal attainment.
- Noe et al. (2017): Highlighted that workforce planning ensures long-term talent availability and supports strategic objectives.
- Rao (2014) – India: Observed that structured HR planning improves workforce utilization in Indian public sector enterprises.
- Armstrong (2012): Explained that HR planning integrates HR strategies with corporate objectives for sustainable growth.

VI. DATA ANALYSIS AND INTERPRETATION

Table 1 Gender Of The Respondents

Options	Frequency	Percentage (%)
Male	59	56.2
Female	46	43.8
Total	105	100

Source: Primary Data

The majority of respondents are male (56.2%), while female constitute (43.8). This shows higher participation from male respondents in the survey. It indicates that male perspectives are more represented in this study. However, both genders are reasonably represented for comparison.

Table 2 Age Of The Respondents

Options	Frequency	Percentage (%)
Below 25	54	51.4
26-35	40	38.1
36-45	8	7.6
Above 45	3	2.9
Total	105	100

Source: Primary Data

Most respondents (51.4%) belong to the Below25 year group. Very few are below Above 45 (2.9%). This indicates that the the survey is largest domine by younger respondent is below 25 years.

Table 3 Human Resource Planning Mainly Focus On

Options	Frequency	Percentage(%)
Recruitment	20	19.0
Manpower Forecasting	61	58.1
Training	15	14.3
Salary administration	9	8.6
total	105	100

Source: Primary Data

Most respondents (58.1%) believe that Human Resource Planning mainly focuses on manpower forecasting. while very few (8.6%) belong to the Salary administration. Overall, manpower forecasting is viewed as the primary focus of HRP.

Table 4 HR Planning Helped Your Organization Achieve Its Targets

Options	Frequency	Percentage(%)
Yes	91	86.7
No	14	13.3
Total	105	100

Source: Primary Data

Most respondents (86.7%) stated that HR planning helped their organization achieve its targets, while only 13.3% disagreed. This shows that HR planning is generally viewed as effective in supporting organizational success.

Table 5 HR Planning Contributes To Organizational Success Because

Options	Frequency	Percentage(%)
It ensure right person for right job	34	32.4
It reduces employee turnover	38	36.2
It improves efficiency	16	15.2
All of the above	17	16.2
Total	105	100

Source: Primary Data

Most respondents (36.2%) believe HR planning contributes to organizational success by reducing employee turnover. improves efficiency shows (15.2%) in the respondents. Overall, reducing employee turnover is seen as the main benefit.

VII. FINDINGS

- Majority of respondents (56.2%) belong to the male category.
- Majority of respondents (51.4%) belong to the below 25 years age group.
- Majority of respondents (58.1%) believe that Human Resource Planning mainly focuses on manpower forecasting.
- Majority of respondents (86.7%) stated that HR planning helped their organization achieve its targets.
- Majority of respondents (36.2%) stated that HR contributes to organizational success because..

VIII. SUGGESTIONS

- The organization should improve recruitment and selection processes, as many respondents rated them only at a moderate level.
- The organization should increase investment in HR planning activities, since many respondents believe financial limitations affect effective HR planning.
- Management should strengthen manpower forecasting techniques to ensure the right number of employees are available at the right time.
- The organization should expand training and development programs to further improve employee productivity and skills.
- HR departments should use HR software and analytics tools to improve planning accuracy and workforce management.
- The organization should improve the relevance of training content, as some employees expressed neutral opinions about its usefulness.

- The organization should focus on reducing employee turnover through better career development and employee engagement strategies.

IX . CONCLUSION

Human Resource Planning plays a crucial role in achieving organizational goals and improving overall organizational performance. The findings of the study show that most respondents recognize the importance of HR planning in areas such as manpower forecasting, productivity improvement, cost reduction, and workforce management. A majority of employees believe that HR planning supports long-term goals and contributes significantly to organizational growth. The study also highlights that HR planning positively influences employee performance through skill development, effective workforce allocation, and training programs. Additionally, proper HR planning helps reduce absenteeism, employee turnover, and operational costs while improving overall organizational results. However, certain areas such as recruitment effectiveness, financial resources for HR planning, and training content relevance require further improvement. By strengthening these aspects and adopting modern HR technologies, organizations can enhance the effectiveness of HR planning and ensure sustainable organizational success.

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