



A. Objective of HRP- fitting employee abilities to enterprise requirements

B. Estimating future organizational structure & manpower requirement- The mg must estimate the number & types of employees (age, experience, qualification, salary range) required in future by analyzing growth, expansion, structural changes .

C. Manpower Audit- Skill inventory

PERSONAL FACTORS	EDUCATION & TRAINING	EXPERIENCE & SKILLS	ADD INF
Name Age Marital status	School Degree Academic excellence Training achieved	Job areas Job titles Special skills Lang known Reason for leaving	Salary grade Disciplinary record Career plans Appraisal data Test results

D. Job Analysis:

Training, Job evaluation,
Performance App,
Career Dev, Induction,
Counseling, labor relat

job description-job summary, Duties performed, Machine , tools ,materials , working conditions

Job specification- what kind of person to recruit & for what qualities that person should be tested. Physical character, Psychological character, personal character, responsibility, demographic nature

E. Developing human resource plan-Implementation of findings

Working Approach To Human Relat In Orgs

Jack Rabin



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