

IMPACT OF HUMAN RESOURCE PLANNING ON EMPLOYEE PRODUCTIVITY

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Abstract:

These days, Human resource planning is known as a source of improvement, source of organizational capacities which is based on missions and destinations of the job. It guarantees that individuals are accessible to supply the proceeded smooth operations of an association. It decides long run needs of man control in terms of number and kind. Human resource planning is vital to adjust the changes related with the outside natural calculate . It makes a difference in evaluating the current human assets over HR stock and adjusts in to the changing mechanical , political, sociocultural etc. The most reason of hr planning is to enlist and select the foremost able and qualified individual to fill work opening. This term paper investigates almost the diverse factors of human resource planning of pharma representatives.

KEYWORDS: Human Resource planning, Employee Productivity.

Introduction:

As, we know that panning is a basic function of management and it plays a crucial in every organization. Human resource means the human in the organization. Without them there cannot be production. As HRP covers all the functional areas of management which involves production, research, marketing etc. Human resource planning is the process by which a management determines how an organization should move from its current position to its desired position .HRP is the process which ensures that an organization has a suitable assets , talents that ensures future business success. Through planning a management identifies the right number of people into the right job at the right time at right cost and to do the things that will results in long range benefits for both the organization as well as for the individual. All the activities of HR like recruiting, training , labor laws, remunerations etc . are derived from human resource planning that's why we called it as a **man power planning** too. Basically, it is the programs necessary to ensure that the organization will have the right mix of employees and skills when and where they are required.

Employee Productivity:

Employee productivity (sometimes referred to as workforce efficiency) is an appraisal of the productivity of a laborer or gather of workers. Productivity may be evaluated in terms of the yield of an representative in a particular period of time. Regularly, the efficiency of a given worker will be evaluated relative to an normal for workers doing comparable work. The success of any organization depends upon the efficiency of its workforce, worker productivity is an vital consideration for businesses.

LITERATURE REVIEW:

Human resource planning:

Koubek (2007) states that assembling works to realize the objectives of the organization by innovation forecast, setting the targets and recognizing courses of action driving to current and future guarantee of job with satisfactory labor. Randal (2000) states that human resource planning is the method that includes of developing and executing plans and programs to guarantee that the correct number and sort of people are available at the correct time and put to fulfill organizational needs. Armstrong (2006) describes HRP as a grouping of activity in which tries are made to measure the request for work and calculate the measure , nature and sources of supply required to meet estimated demand. Khadka (2009) human resource planning must be connected to the generally procedure of the organization. human resource planning have to be future-oriented, system-oriented, and objective coordinated. Agreeing to him it diminishes insecurity, creates human asset, progresses work relations, utilizes human asset and controls human asset. Human resource planning is the method by which an organization guarantees that it has right number and kinds of individuals at the correct put, at the correct time, competent of successfully and proficiently completing those errands that will offer assistance the organization accomplish its by and large targets (DeCenzo and Robbins, 2005). It is the examination of future staff necessity.

Employee productivity

Describing has been an basic variable in growing influential ability. The endless larger part of enquires almost counting, illustrated that preparing could be a primary and existing instrument in compelling accomplishment of the company's targets and objectives, bringing around higher benefit. Colombo and Stanca (2008), Sepulveda (2005) and Konings and Vanormelingen, (2009), Individual confirmation of planning needs, structure and execution of planning programs, trade of planning, and appraisal of program benefits are key works out (Krishnaveni and Sripirabaa, 2008) regardless concentrating common planning components, for case, sorts of planning, assurance of understudies, choice criteria, evaluation rebellious and so on.

OBJECTIVES OF THE STUDY

The main objective for undertaking the project:

- To study the relationship between human resource planning and employee productivity in Pharma .

HYPOTHESIS FORMULATION

The Hypothesis to be tested which are based on the objectives of this study:

H0: There is no relationship between human resource planning and employee productivity.

H1: There is a relationship between human resource planning and employee productivity.

RESEARCH METHODOLOGY

The study will be conducted to achieve the above mentioned objectives including both exploratory and descriptive in nature and involve personal interviews that will be based on the schedule questionnaire format. A Research Methodology defines the purpose of the research, how it proceeds, how to measure progress and what constitute success with respect to the objectives determined for carrying out the research study

RESEARCH DESIGN A research design is a framework or blue print for conducting the research assignment .It details the procedures necessary for obtaining the information need to construction or to solve the research problems. This study is based on descriptive and exploratory research.

Primary Sources:

The data is collected first hand by someone specifically for the purpose of facilitating the study is known as primary data. So in this research the data is collected from respondents through QUESTIONNAIRE.

Secondary Sources:

The secondary data has been collected from:

- Internet, websites Books Journals on e-learning Industry

The data sample is collected with help of Random sampling techniques. Purposive random sampling .The sample size is 60 employees.The sample unit is Employees of pharma Dehradun

Regression analysis is a statistical process for estimating the relationships among variables. It includes many techniques for modeling an analyzing several variables., when the focus is on the relationship between a dependent variable and one more independent variable (predictors).

DATA ANALYSIS AND INTERPRETATION:

Regression analysis was carried out to study the impact of human resource planning on employee productivity . In this study the simple linear regression analyse was used to assess the combine impact of human resource planning on employee productivity.

Model	Variables Entered	Variables Removed	Method
1	ep ^b	.	Enter

a. Dependent Variable: et

b. All requested variables entered.

Table 2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.824 ^a	.680	.674	.36852

a. Predictors: (Constant), Human resource planning

b. Dependent Variable , Employee productivity.

INTERPRETATION: The information presented in table 2 shows the R,R- squared ,Adjusted R square and Std Error. R denotes the correlation between observed and predicted values of the dependent variables (Employee Productivity) . The value of R ranges form -1 and 1 .small values indicate that the model does not fit the data well. In this case, R=.824. The above table shows the model summary and fit statistics .We find that the adjusted R square of our model is .674 with the R square =.680 that means that the linear regression explains 68% percent of the variance in the data. There is a positive relation between human resource planning and employee productivity.If we emphahsis on human resource planning, it may increase in employee productivity.

Table 3

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	16.722	1	16.722	123.136	.000 ^b
	Residual	7.877	58	.136		
	Total	24.599	59			

a. Dependent Variable: Employee Productivity

b. Predictors: (Constant), Human Resource Planning

Interpretation: The above table shows the F-test . The F-test statistics is the regression mean square divide by the residual mean square. The linear regression's F- test has the null hypothesis that there is no linear relationship between the two variables(HRP and EP) with F= 123.136 at (1,58) the test is highly significant , thus there is a linear relationship between the variable in our

model which shows the strong relationship between HRP & EP and HR policies are affecting the productivity of employees. and the significant value is less than 5 . So, there is positive relation between human resource planning and employee productivity.

Table 4
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.068	.379		-.180	.858
	Human Resource planning	1.092	.098	.824	11.097	.000

a. Dependent Variable: Employee Productivity

Interpretation: Now we can write the regression line as follows:

$$\text{Employee productivity} = -.068 + .092(\text{Human Resource planning})$$

Thus, it is concluded that Human Resource Planning has a positive impact on Employee Productivity. This means that proper HRP will lead to improved Employee Productivity.

FINDINGS:

- The R, R-squared, Adjusted R square and Std Error. R denotes the correlation between observed and predicted values of the dependent variables. The value of R ranges from -1 and 1. Small values indicate that the model does not fit the data well. In this case, $R = .824$. The above table shows the model summary and fit statistics. We find that the adjusted R square of our model is .674 with the R square = .680 that means that the linear regression explains 68% percent of the variance in the data.
- The F-test statistics is the regression mean square divide by the residual mean square. The linear regression's F-test has the null hypothesis that there is no linear relationship between the two variables (HRP and EP) with $F = 123.136$ at (1,58) the test is highly significant, thus we can assume that there is a linear relationship between the variable in our model which shows the strong relationship between HRP & EP and HR policies are affecting the productivity of employees.
- Employee productivity = $-.068 + .092(\text{Human Resource planning})$. Thus, it is concluded that Human Resource Planning has a positive impact on Employee Productivity. This means that proper HRP will lead to improved Employee Productivity.

CONCLUSION:

The results of the study reveal that most of the staff do not have in-depth

Knowledge on Human Resource Planning, thus it is not well practiced by the Senior officers. It also reveals that Human Resource Planning can support the organization plan with Human Resource Planning. The purpose of the present study is to empirically examine the impact of compensation management, employee development and organizational citizenship behavior on employee performance. A questionnaire survey was conducted was to measure the impact of organizational citizenship behaviors, employee development and compensation with the perspective of employees on the performance of organization. The study's findings indicate that the establishment of higher levels of compensation management practices, employees development and organizational citizenship behavior that will lead to a higher level of employee performance.

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