

Reviews on the Development of Human Resources and the Necessity of HR Planning

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Abstract: *The present study focuses on the administration of human resources in service industries, where the workforce plays a crucial role in implementing policies, goals, and objectives in a clear and comprehensible way. They play a vital role in the growth of an organization as they stimulate the creative and productive energy. The study examines the many phases of a professional program, as well as the progression of one's career. This analysis scrutinizes the evolution of an individual's work, emphasizing the phases of experimentation (engaging in various roles), establishment, continuity, and decline. It also analyzes the correlation between activities and an individual's chronological age, as well as the level of involvement and influence connected with each stage.*

Keywords: Human resources, development and planning, human resource processes, training and development, HRM

I. INTRODUCTION

An organization is a structured collection of individuals that work together in a coordinated manner, following a hierarchical structure, to achieve particular goals (Zakirova and Gimadiev, 2019). Businesses utilize a diverse range of resources, including both human and material assets, in a systematic and organized manner to achieve desired outcomes, such as the production of goods or the provision of services. In order to establish the company's organizational structure, it is essential to identify the tasks required for producing the product or service and effectively coordinate them to achieve the desired outcome (Bagheri, 2016). In order to ensure the smooth functioning of the organization, this coordination involves establishing connections among the different parties involved. The following factors must be taken into account for efficient HR management:

1.1 Human Resource Management

Human resource management encompasses a wide range of disciplines and areas of study. As stated by Ahmad (2019), the human resources department is responsible for creating and implementing the guidelines for executing decisions made by the company's top-level authorities. Organizational objectives are contingent upon human resource objectives, which require the firm to have the necessary conditions created by the team of workers (Fahed-Sreih, 2018).

1.2 Key Factors Influencing the Development of Human Capital One perspective suggests that human resources refer to the collection of competencies, knowledge, skills, experience, and connections that individuals earn via their education and job (Oke, 2016). Due to the importance of economic growth in enhancing human welfare, economists have dedicated considerable time and effort to elucidating its causes and effects. During the 1960s and 1970s, those who were motivated were primarily concerned with the demand side and the effects of scale. They sought proactive regional public investment programs to support regions with slower growth, where the demand was insufficient. In the 1980s, economists shifted their focus towards long-term growth, prioritizing it over the economic cycle.

One reason for this was that the significance of the trend outweighed that of the cycle. Additionally, the predictions of the previous Solow neoclassical model from 1957 were becoming progressively inadequate. The underlying assumption of this model is that a production function with constant returns to scale may approximately capture the connection between the stocks of productive factors and the national product (Samwel, 2018).

II. HUMAN RESOURCE MANAGEMENT

Human resources management is the term used to describe the management of the workforce inside an organization. Managers utilize this administrative responsibility to recruit, select, train, and develop the members of the organization. Akey and Antwi (2017) identified six essential steps that constitute the human resources management process.

2.1 Human Resources Planning

Research is undertaken at this stage that considers factors such as current and future demands of individuals, possible opportunities, expansions, and mergers (Kovaevi and Mladenovi, 2018). It is necessary to analyze the external firm to gain insights into the broader labor market and anticipate future needs in the medium and long run. When managing human resources, it is crucial to take into account the characteristics commonly found in current corporate structures, which typically consist of three tiers:

The Peripheral Nucleus refers to temporary employees who provide the business with the numerical flexibility required to maintain its competitiveness. Subcontracting, also known as outsourcing, is a higher level of external involvement that is becoming increasingly significant. It involves delegating work and responsibilities to independent contractors or other companies. The organizations tasked with overseeing human resources management are clearly apparent. With effectiveness and efficiency, they will own an information system that allows them to anticipate forthcoming changes within and outside the organization, as well as immediately address unforeseen ones.

According to a survey conducted by Armstrong (2020), 44% of multinational companies have reported an increase in the number of expatriates, and this upward trend is expected to continue (Armstrong and Taylor, 2020). US multinational firms are now hiring senior directors who were born in foreign countries more often than they did in previous decades. PepsiCo, Coca-Cola Company, and Citigroup are among the notable instances. All of them have executive directors from foreign countries, who are the most skilled individuals sought after by multinational organizations globally. Presently, firms exhibit less concern regarding the provenance of their CEOs; their primary focus is solely on acquiring the most exceptional and suitable talent.

2.2 Hiring Process

The objective is to attract candidates who fulfill certain employment criteria.

The ultimate phase of filtration is the process of choosing or picking. Select the candidates from the shortlist who most closely match the job requirements in terms of qualifications, experience, and potential. Training and development are the procedures that concentrate on imparting fresh skills and abilities to a workforce.

Employee compensation and administration benefits involve the process of selecting remuneration, incentives, additional perks, and bonuses. The employees they hire aspire for salary increases, higher wages, and further incentives. The process of selection is a procedure used to choose or pick out individuals or items based on specific criteria or qualifications. If unsuitable applicants are selected for the position, the approach will not yield successful results (Martinez-Vivar and Garca-Vida, 2016).

To ensure maximum objectivity, the organization must establish the technical and human characteristics of the ideal candidate. Expanding one's knowledge can enhance decision-making by utilizing the insights gained from relevant research studies. Proficiency in negotiation and leadership skills. The employers give the least regard to the candidate's family circumstances and prior foreign experience.

2.3 Training and Development

The objective of training is to enhance the knowledge and skills of workers, enabling them to acquire the necessary competencies to perform their job duties. This is achieved through a systematic process of study and continuous learning (Analoui, 2018). The company's commitment to enhancing its employees' professional development can be encapsulated by the training procedure. Therefore, it is imperative to underscore that the Training Plan should be regarded as a valuable tool that brings advantages to both the organization and the individuals that partake in it.

According to the "The 2005/2006 International Assignment Survey," which surveyed over 200 multinational businesses from various industries, 72% of respondents indicated that they provide language training for the country they are being sent to (Al-Frijawy and Tonoju, 2019).

2.4 Evaluation of Performance

The performance review allows for a direct assessment of an individual's progress in relation to the established criteria for the role. Evaluating an employee's performance with precision can be a complex task. Evaluating the performance of expatriates is a highly challenging endeavor. According to Tuan and Dung (2020), it is necessary for local and parent office managers to exchange information on the expat's performance evaluation. The presence of unintentional bias hinders the objective evaluation of managers' performance.

The assessment of performance is normally conducted by the managers of the receiving country and the managers of the country of origin (Asadi and Marin, 2019). To mitigate prejudice when assessing the performance of expatriates, it is advisable to assign greater importance to the qualifications and experience of receiving country managers who have previously held similar roles to the expatriates.

Employees are just one element of the process, alongside departments, goods, services, and customer service processes, all aimed at improving or upgrading them. Managers may now assess employee performance and identify training and development requirements using an automated performance management system (PMS) that has all the relevant data. This step represents the ultimate stage in the process of human resources management. The employee's significance to the organization is demonstrated through their promotions, transfers, demotions, and terminations. One year after being brought back to their home country, it was reported that 25.10% of them leave the company. When formulating precise policies that outline the strategies to be employed following the employee's return to their home country, the management must provide clarity.

An effective expatriation strategy should persuade individuals contemplating it that it will significantly enhance their professional trajectories and that the compensation, job roles, and responsibilities upon their return will be established prior to the end of the agreed-upon duration.

III. CONCLUSION

Human Resource planning is the systematic process of ensuring that the quality, quantity, and accessibility of human resources are in line with the overall goals and objectives of the organization. The essence of personnel planning is in the contemplation of the real business requirements within the human resources domain. The human resource management system is the main tool utilized by organizations to align the organization and its staff with the company plan. Hence, the phrases "predicting and supplying" are essential for properly navigating this technique. Effective human resource planning is essential as it allows us to promptly adapt to changing market needs, ensuring the organization remains competitive, healthy, and manageable.

Individuals can sustain themselves by acquiring education and engaging in gainful employment, while the proficiency of workers aids organizations in achieving higher levels of productivity and fostering innovation. The Global Human Capital Report by the World Economic Forum incorporates the Global Human Capital Index, which aims to offer a thorough evaluation of a nation's human capital, encompassing its entire population, in both the current and future contexts. It facilitates precise comparisons among different geographical regions, generations, and socioeconomic categories.

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