INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

e-ISSN : 3139-065X

editor@ijemss.com

www.ijemss.com

Vol. 01, Issue 2, June 2026, pp : 988-996

A STUDY ON HUMAN RESOURCE PLANNING AND RECRUITMENT

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ABSTRACT

Human resource planning, or HRP, is a methodical procedure that businesses use to make sure they have enough qualified workers on hand when they need them to accomplish their objectives. It entails looking at the present state of human resources, predicting what the workforce will require in the future, and coming up with plans to close the talent gap. Organisations can stay productive and competitive in the face of changing market demands, technology developments, and the overall business climate with well-thought-out HR strategy.

Optimal workforce utilisation, reduced labour shortages and surpluses, support for organisational growth, and improved employee performance are the main goals of human resource planning. Strategies for retention, training and development, succession preparation, and recruitment are all aided by HR planning and recruitment. Human resource planning helps with operational efficiency and long-term sustainability by lining up HR needs with organisational goals.

Human resource planning is an essential managerial role in today's fast-paced business world since it allows companies to anticipate and prepare for workforce issues. Improved organisational performance, happier employees, and a longer period of competitive advantage are all outcomes of well-managed human resources. Therefore, HR planning is essential for effective strategic HRM and the success of any firm.

INTRODUCTION

HUMAN RESOURCE PLANNING DEFINITION:

Human resource planning is the procedure by which a business ensures that it has sufficient, competent, and appropriately qualified employees to achieve its goals by coordinating its HR needs with its strategic commitment. Keeping a competitive advantage and lowering turnover rate are becoming increasingly dependent on 60-minute brainstorming sessions.

The goal of human resource planning is to ensure that a company has sufficient personnel who are both competent and willing to work hard to meet its objectives. When a company needs a large number of employees, human resource design is a way to identify and recruit people who are competent to fill those roles. The goal of human resource design is to prevent surpluses or shortages of labour.

Human resource planning starts with hiring and training new employees as soon as a shortage is identified. Prompting a change in the need for labour, understanding and analysing this labour scenario, and ensuring the company has the right amount of manpower to achieve its objectives are the goals of the technique.

REVIEW OF LITERATURE

1. Bositkhanova, N. (2025) – Revolutionizing Workforce Planning and recruitment: The Strategic Role of AI in HR Strategy

The researchers in this study systematically reviewed the literature on artificial intelligence (AI) and its uses in HR and workforce planning. Talent forecasting, succession planning, workforce allocation, and staff retention were all shown to benefit greatly from artificial intelligence, according to the study. Human resource planning solutions powered by AI help companies better connect HR with business goals and make proactive decisions about their personnel, according to the report.

2. Egasmara, F. (2025) – Workforce Planning Optimization Utilizing AI to Improve Firm Performance

The purpose of the study was to determine how AI-driven workforce planning may improve business outcomes. The results showed that AI makes workforce flexibility, resource allocation, and forecasting more accurate. Better talent utilisation and strategic decision-making were observed in organisations

that adopted HR planning tools powered by AI.

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3. Arees, B. A. S. (2025) – Human Resource Planning Activities and Their Role in Achieving Organizational Goals

Human resource planning activities and organisational effectiveness were the focus of this research. Strategic goals can be substantially advanced with the use of comprehensive labour forecasts, job analysis, and personnel planning, according to the study. Staff output and company success were both boosted by well-thought-out HR strategies.

4. Predictive Analytics Researchers (2024) – Predictive Analytics in Human Resources: Enhancing Workforce Planning and Customer Experience

The role of predictive analytics in workforce planning was investigated in this research. Predictive models aid human resource managers in maximising hiring decisions, predicting future skill needs, and preventing worker shortages, according to the results. Findings highlighted the increasing significance of HR planning solutions that are data-driven.

5. Human Resource Analytics Researchers (2024) – Human Resource Analytics as a Strategic Tool for Workforce Planning and Succession Management

Workforce planning and succession management were the areas of human resource analytics that were examined in the study. More precise forecasting, better succession planning, and increased personnel management were the outcomes for organisations that used HR analytics. Analytics were deemed an essential part of contemporary HR planning systems, according to the report.

6. Strategic Human Resource Planning Researchers (2024) – Strategic Human Resource Planning

The purpose of this literature review was to analyse HRP from a theoretical and strategic perspective. Organisations may better connect their staff requirements with their long-term business plans and achieve sustainable growth through HR planning, according to the research.

7. Adiazmil, A., Hidayat, M., & Basuil, D. A. (2024) – Strategic Human Resource Planning in the Era of Digital Transformation

How digital transformation affects HR planning methods was the main focus of the study. According to the authors, digital talent management, workforce upskilling, leadership development, and technology integration are becoming increasingly important for effective HR planning. In light of the study's findings, adaptive HR planning is crucial for companies operating in dynamic markets.

8. HR Analytics Researchers (2024) – The Impact of HR Analytics on Strategic Workforce Planning

Finding that HR analytics greatly improves workforce planning choices concerning recruiting, employee growth, and retention, this study looked at technology-driven organisations. Organisational agility and competitive advantage are enhanced by data-driven HR planning, according to the report.

9. Bosak, S. & Yazdani, S. (2023) – Approaches and Components of Health Workforce Planning Models: A Systematic Review

Models for healthcare organisations' workforce planning were the focus of this systematic research. The study found that the most important parts of an effective HR planning system are the ability to anticipate the workforce, evaluate skills, analyse demand, and allocate resources. The authors suggested methods of integrated planning to enhance service delivery and workforce efficiency.

10. Salehzadeh, R. et al. (2022) – Decision Making in Human Resource Management

Management decision-making models were the focus of this comprehensive literature study.

Structured analytical methodologies help with strategic HR decision-making and workforce planning, according to the results. Organisational efficiency can be enhanced by evidence-based planning, according to the study.

Research Gap

Despite extensive research on Human Resource Planning (HRP), several significant research gaps remain in both theory and practice. Most existing studies primarily focus on traditional HR planning activities such as manpower forecasting, recruitment planning, succession planning, and workforce allocation, while limited attention has been given to strategic workforce planning in the context of digital transformation, artificial intelligence (AI), automation, and remote or hybrid work environments. Additionally, many studies emphasize large organizations and multinational corporations, whereas comparatively fewer have examined HR planning practices in small and medium-sized enterprises (SMEs), startups, and public sector organizations, particularly in developing countries such as India. There is also a lack of empirical research on integrating HR analytics, predictive workforce planning,

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and real-time labor market intelligence into HR planning decisions. Furthermore, limited studies have explored the influence of employee well-being, workforce diversity, sustainability, skill-gap analysis, and changing generational workforce expectations on effective HR planning. Recent evidence also highlights a continuing gap between HR research and practical implementation, indicating that many organizations have yet to fully adopt evidence-based and data-driven workforce planning approaches.

THEORITICAL FRAMEWORKS

An approach to managing affiliations' human resources, Human Resource Management (HRM) recognises the value of an affiliation's people in achieving its objectives and goals and employs a few controls and activities to make sure they're used wisely and practically to benefit the affiliation, the workers, and society at large. Human resource management is based on the premise that a company's board of directors may be a strategic asset in achieving success. This belief is based on four pillars:(1) the possibility of making meaningful connections with others, (2) the importance of seeing people as assets rather than liabilities, and (3) the possibility of making meaningful judgements about human limits and obligations. Human resource management is, in fact, a fundamental, "crucial" issue; the board of directors has shown interest in HR management; and the main switches must be in sync with one another and distantly fused with company strategy. Recruiting, developing, and deploying employees are all parts of human resource management. Getting, arranging, producing, influencing, and evaluating agents to the activities needed to achieve the affiliation's goals and objectives in a way that specialists are happy and competent is what it's all about. Examining the fundamental functions of HR and SHRM, this section builds on the previous one's examination of HRM's standard components.

HRM's Core Responsibilities

Planning, recruiting, selection, training, development, assessment of performance, compensation, benefits, and employee satisfaction are the cornerstones of human resource management.

Staffing Strategy:

starts with determining the nature of the work and people's level of interest and availability. The process of collecting and documenting information about jobs is known as an occupational examination. For the purposes of demand and supply analysis, it is useful to keep track of things like internal and external supplies, as well as the number of available workers, potential solutions, financial situation, and other relevant factors.

OBJECTIVES OF THE STUDY:

- To analyse and evaluate the organization's successful Human Resource planning and recruitment framework.
- Consider the effectiveness of the HRP and recruitment methods at GHIAL.
- In order to investigate the methods used by the company through HRP,
- In order to ensure the sustainability of GHIAL's HRP and enrolment framework.

DATA ANALYSIS AND INTERPRETATION

1. How far the employees are benefited by the recent HRP and recruitment process in the company?

a) to a greater extent b) to some extent c) to no extent

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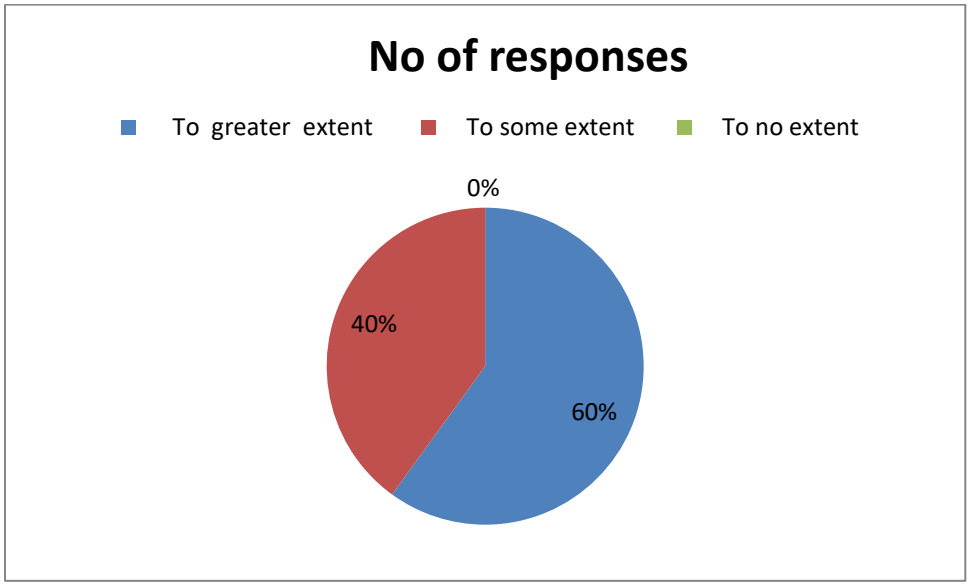
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options	No of responses	Percentage of responses
To greater extent	60	60
To some extent	40	40
To no extent	0	0
Total	100	100



Interpretation: In this case, most employees responded positively, seeing benefits from the association's human resource planning and enrolment procedure. A small number of representatives showed mixed reactions.

2. How far the employees responded to the HRP and recruitment process? Is it effective in the organization?
a) to a greater extent b) to some extent c) to no extent

options	No of responses	Percentages of responses
To a greater extent	55	55
To some extent	45	45
To no extent	0	0
Total	100	100

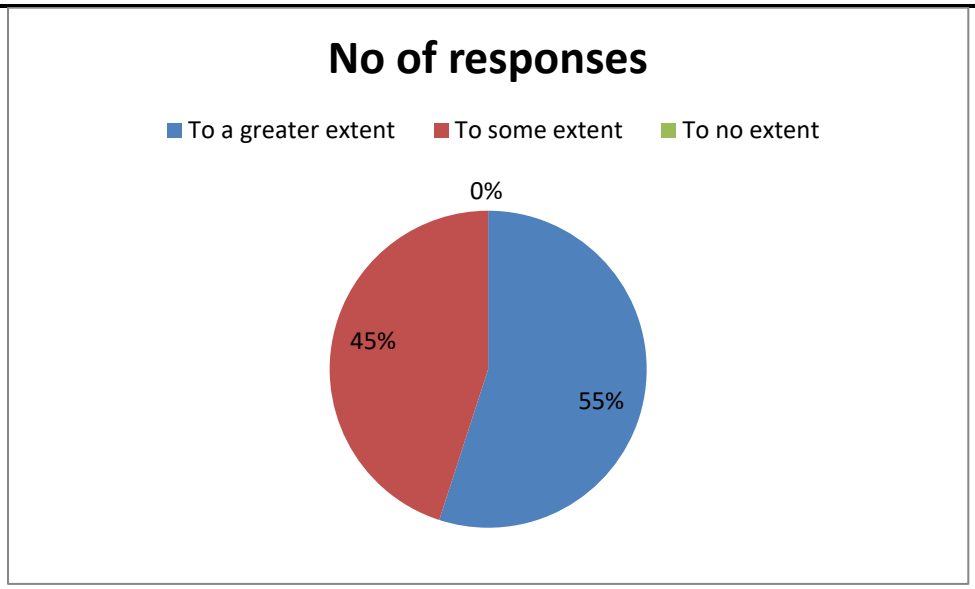
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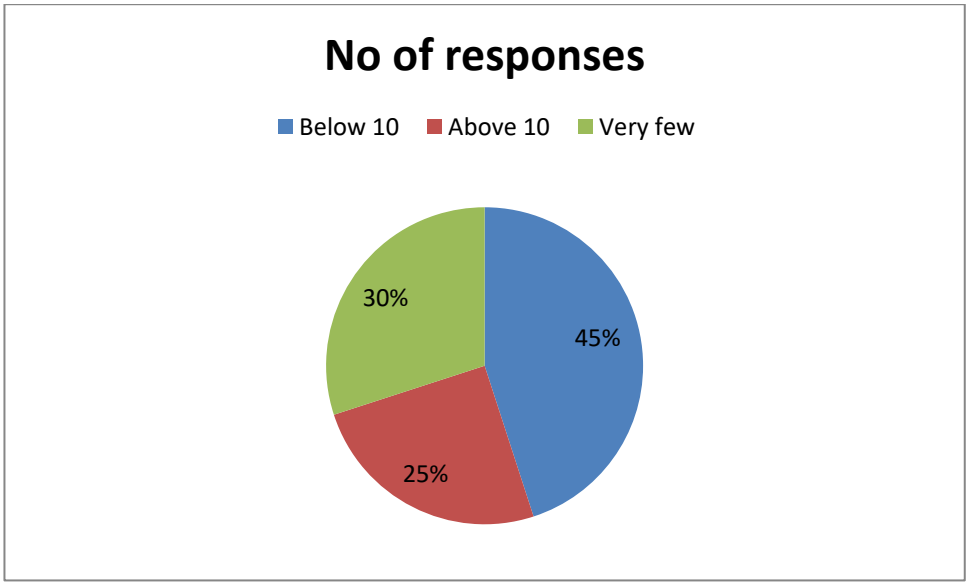
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Interpretation: The majority of representatives said that the HRP and enrolment process is filled with emotion in the association, while the remaining employees responded to a lesser extent..

3. How many training programs related to HRP and recruitment are conducted per year in the organization?
a) Below 10 b) above 10 c) more than 15

Options	No of responses	Percentages of responses
Below 10	45	45
Above 10	25	25
Very few	30	30
Total	100	100



Interpretation: The data in the table and graph show that out of all the programs that employees participate in each year, 45% attend less than ten, 25% attend more than ten, and 30% attend very few HRP and recruitment programs.

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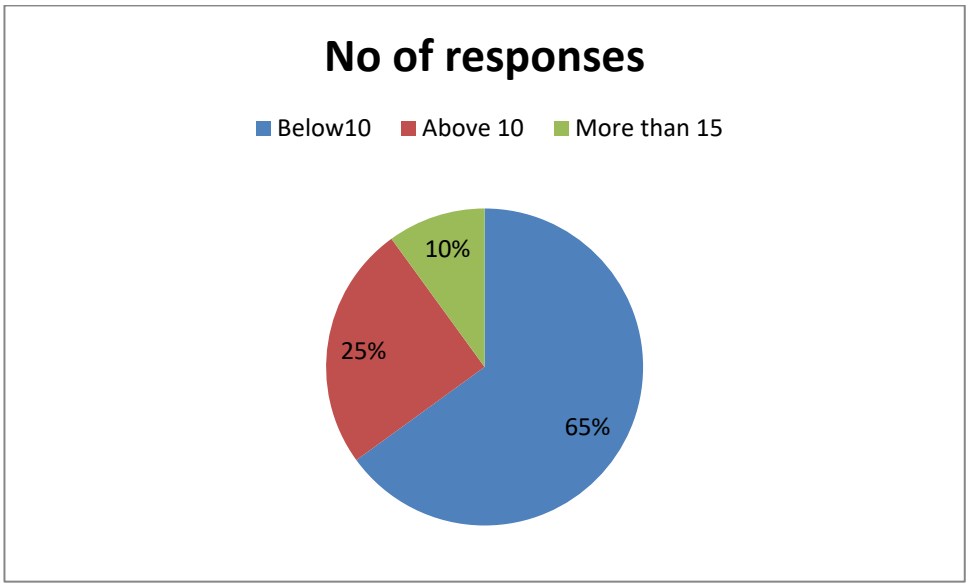
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4. How many employees participate in HRP and recruitment training programme every year?
a) Below 10 b) above 10 c) more than 15

Options	No of responses	Percentage of responses
Below10	65	65
Above 10	25	25
More than 15	10	10
Total	100	100



Interpretation: Annually, fewer than ten training events are attended by 65% of employees. In a given year, 25% of employees participate in more than 10 training sessions. Ten percent of workers participate in more than ten different training sessions annually.

5. How far the organization implements the resources and strategies into practical action?
a) to a greater extent b) to some extent c) to no extent

Options	No of responses	Percentage of responses
To a greater extent	50	50
to some extent	40	40
To no extent	10	10
Total	100	100

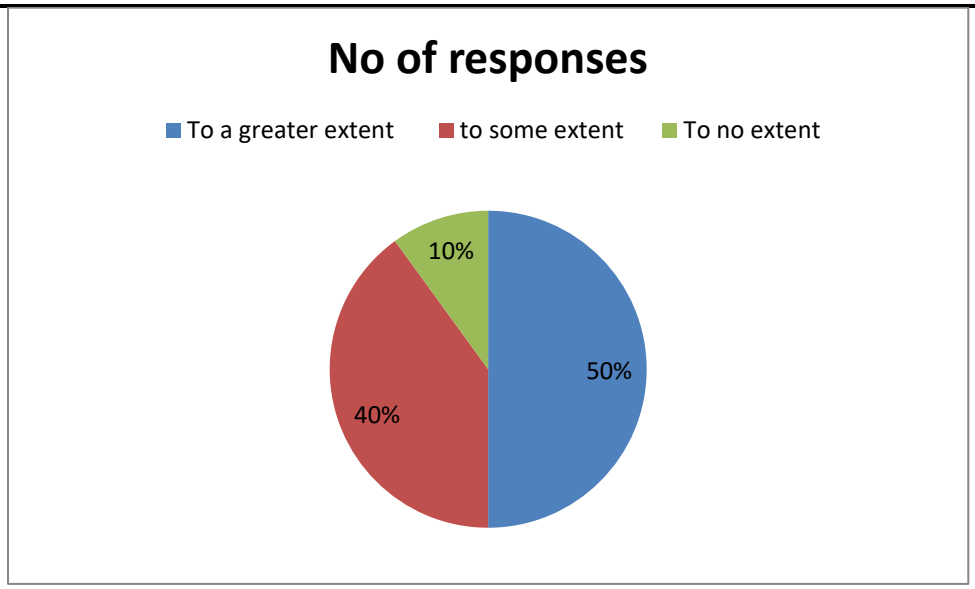
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Interpretation: The majority of employees said that the organization turns human capital and technological know-how into practical applications, while a minority said as much and the rest said nothing at all.

6. Do the organization provide right environment to apply the knowledge from the new HRP and recruitment strategies in the organization?
a) to a greater extent b) to some extent c) to no extent

Options	No of responses	Percentage of responses
To a greater extent	75	75
to some extent	0	0
To no extent	25	25
Total	100	100

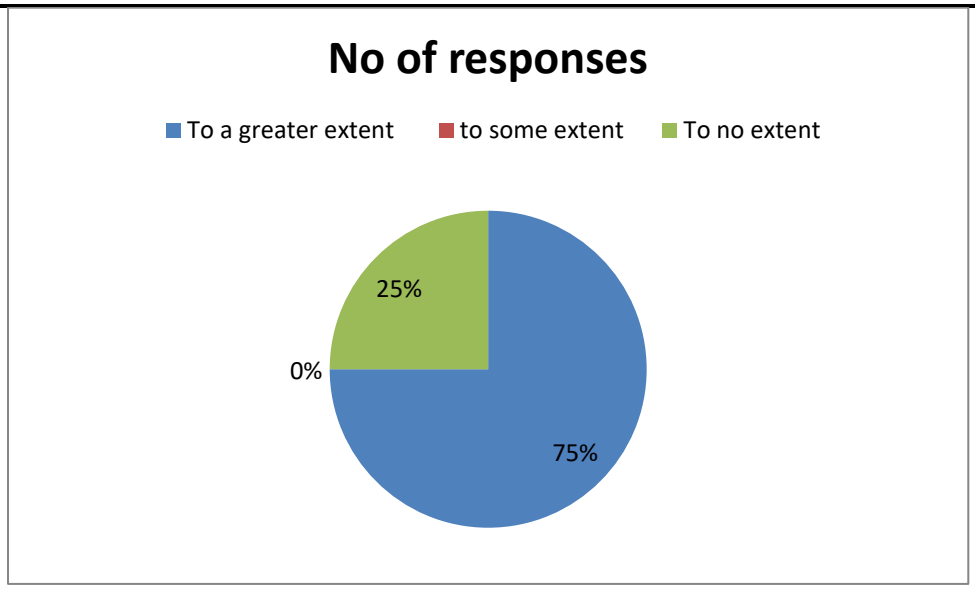
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Interpretation: While most workers respond positively when their association implements changes based on lessons learned from HRP and enrolment processes, a small percentage of workers do not.

FINDINGS

- The employee is open to utilising innovative methods of human resource planning and recruitment.
- The majority of workers at this company claim to have a good understanding of their company's HRM system.
- The organization created an ideal environment for employees to apply new ideas and practices, which served as a motivating tool for them.
- The employee work practices at GHIAL are designed to be performance-based, with the goal of recognising, motivating, and compensating employees accordingly.
- The HR department is essential for enhancing the work process of employees by conducting work analysis, providing salary increases and other incentives according to their performance, and inspiring them to work more diligently.
- At GHIAL, the majority of employees are pleased with the human resource management department.
- According to the worker, the data used for ratings is correct because of the human resource management department.
- When asked how they will feel about receiving praise and incentives for their work, most employees said they will be recognised for their efforts..

SUGGESTIONS

- Make human resource planning a top priority in order to establish an encouraging and fruitful work environment.
- It is important to prioritise the participant's suggestions because they can lead to better human resource planning.
- Managers must create an encouraging environment in order to put into practice the fresh concepts and strategies gained through human resource planning and hiring.
- In order to boost productivity, the HR department must inspire workers to do better..

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CONCLUSION

The recognition system should be designed to make each employee a valuable contributor to the workforce.Inspire a spirit of healthy rivalry among workers in order to boost output.In order for employees to demonstrate improved performance inside the company, they require recognition and pay raises.The quality of work is improved by assessing individuals' abilities and motivating them through promotions, awards, and rewards.It has been an incredible opportunity for me to gain insight into several facets during my project work visit to GHIAL, Hyderabad. A great deal of information about HR strategy and recruitment was made available to me. A level of practical understanding has been achieved.

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