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1. Explain the barriers to HRP. Bring out the requisites for effective planning.

There are many barriers in Human Resource Planning these are some critics think that when required people can be hired and fired, then, why make a simple task difficult. HR Practitioners are perceived as experts in handling personnel matters but not experts in managing business. Therefore their plans when enmeshed with original plans may prove to be defective. HR information is often incompatible with other information used in strategy formulation. Financial forecasting takes precedence over HRP. Conflict may exist between short term and long term HR needs. HR Managers with myopic vision may neglect long term needs in order to tide over short term needs. There is a conflict between quantitative and qualitative approach to HRP. A bid to transfer people across the department without looking at the qualitative request may prove detrimental to organisation's interest. Best results will accrue if there is a balance between quantitative and qualitative approach. Non-involvement of operative managers renders HRP ineffective. Hence, the need to co-opt the operative managers in HRP.

In order that human resource planning to be successful there are requisites that needs to be follow these are it must be recognized as an integral part of corporate planning. Backing of top management. HRP responsibility should be centralised for better coordination and consultation between different management levels. Personnel record must be complete. The technique of planning should be best suited to data available. Plans should be prepared by skill level rather than aggregates. Data collection, analysis of planning and plans themselves must be continuously revised and improved.