IMPACT OF HUMAN RESOURCES PLANNING ON THE ACTUALIZATION OF ORGANIZATIONAL GOAL

Waqar Akbar Khan[1], Yang Minghai*[2], Arfan Akbar[3], Ateeq Khalid Khan[4], Raul G. Moldez[5]

[1]Shandong University of Finance and Economics, Jinan, China, *[2]Shandong University of Finance and Economics, Jinan, China, [3]School of Business & Management Sciences Minhaj University, Lahore, [4]Senior Lecturer, Abasyn University, Peshawar, [5]Adjunct Professor, Graduate School, Cagayan de Oro College-Phinma Education Network, Cagayan de Oro City, Philippines

*[2]yangminghai@sdufe.edu.com, [3]Irfanwarriach@gmail.com, [4]ateeq.khalid@abasyn.edu.pk, [5]rgmoldez@gmail.com
Corresponding Author: *

ABSTRACT

This research focuses on the effects that Human Resources Planning (HRP) has on achieving organizational objectives. It discusses how strategic HRP integrates the capabilities of the workforce with business goals and responds to fluctuating market requirements. The study summarizes the development of HRP theories and models, outlining the strategic significance of an effective alignment between HR strategies and business demands. It outlines different HRP models including Contingency Model and Resource-Based View, emphasizing their contribution towards improving organizational performance. Using a secondary data analysis method, the study relies on available datasets and SPSS for quantitative data analysis. It evaluates such variables as Employee Turnover Rate, Training Hours, Employee Satisfaction Score, HR Investment and Organizational Performance Score in various organizations. The results show that there are quite high differences in HRP metrics between different organizations hence the need for tailor-made HR strategies. Poor relationships between these variables and organizational performance suggest that the direct effect of HRP elements is complicated, and not always straightforward. The research concludes that while HRP elements are key, there is not a direct relationship between them and organizational success. This emphasizes the requirement for HRP to be more comprehensive, looking into aspects beyond standard indicators.
Keywords: Human Resources Planning, Organizational Goals, Strategic HRM, Employee Turnover, Training, Employee Satisfaction, HR Investment, Organizational Performance.

INTRODUCTION

Human Resources Planning HRP is a critical strategic process in organizations, key to aligning workforce capabilities with business results. It encompasses the prediction of what HR resources are going to be required in future, dealing with present resources, and filling voids by recruiting specifically and training staff (Tamunomiebi & John-Eke, 2020). This systematic approach not only guarantees a competent and prepared workforce capable of going through market changes and adapt to new technological phases. Today, in the high tempo of

business dynamics HRP is a very important tool that allows organizations to be agile and competitive fueling their sustainable growth and success. In organizational planning, HRP's strategic integration underlines its importance for reaching long-term goals. Identifying the significance of Human Resources Planning (HRP) for the achievement of organizational goals, so far little is known about how it operates and what direct impact it causes. Many organizations still have challenges as they struggle to incorporate HRP as an integral part of their strategic

framework; hence it is often regarded by them as a fringe function and not a critical one. Fast-evolving nature of work – affected by technological improvements and changes taking place within the workforce This gap indicates a need for further investigation into modern ways of how HRP practices can be improved to better align with and play an active role in bringing the organizational goals into life. How does effective human resources planning contribute to the actualization of organizational goals? To evaluate the role of human resources planning in achieving organizational goals. The implication of this research to practitioners and scholars in human resource management and organizational development is thus very significant (Cvetkovski & Tomanovic, 2023). For practitioners, it provides understanding of the application of HRP as a strategic tool, which could improve organizational performance and competitiveness. By illuminating successful HRP practices, this research may help HR practitioners to hone workforce management in order to attain organizational objectives.

LITERATURE REVIEW
Overview of Human Resources Planning in Organizational Contexts
Over the years, Human Resources Planning HRP has emerged as one of the most critical strategic processes in organizations. HRP theories are based on general HR management; they discuss the impact of HR policies on business operations and how the business environment impacts manpower planning. Models like the Storey model focus on trust between management and employees, which is important for planning. The second approach is David Guest's theory wherein compliance and commitment are distinguished with the latter implying a planning process that revolves around employee development (Sunder M & Prashar, 2020). Modern trends in HRP, especially from the 1980s to 2010, emphasized employee development and trust rather than simply contractual agreements; as such, it placed more emphasis on long-term employee relationships. All these advancements in HRP confirm the strategic value of this pattern, as it allows optimizing performance and productivity, based on business demands and goals by adjusting corresponding human resources strategies.

Strategic Importance of HRP in Achieving Organizational Goals
Research on strategic human resource management (SHRM) has consistently demonstrated that this is an integral element of organizational success. Some key research points are related to the importance of HR practices such as recruitment, staff training and performance management to employee work attitudes and achievement. These HR activities play an important role in the improvement of organizational efficiency and competitiveness. Also, efficient HR management is important in supporting organizational change (Anwar & Abdullah, 2021). Creating a good working environment and managing employee conflict are HR's core functions that help organizations maintain productivity even in periods of change. The way organizations incorporate and integrate HR practices into their own strategies is crucial because their success, together with long-term competitive advantage in terms of business success cannot be achieved without them.

Challenges and Trends in Human Resources Planning
Planning for the Human Resources (HRP) remains challenging due to the fast rate of change in technology and dynamics that characterize today's workforce. On the one hand, the integration of AI into HR can be helpful for automating tasks and data analysis; on the other hand, this raises concerns regarding ethical use of data, invasion of privacy and IT literacy among employees. Another important issue to tackle is business environment becoming a human-centric type of leadership that calls for enhanced communication, collaboration and employee recognition (Islami et al., 2018). The consideration of workforce diversity is becoming more and more important on a global business environment where businesses need to develop strategies that address difference in cultures, ages, genders, nationalities and ethnicities. It is also challenging regarding employee engagement and retention, as firms try to keep their employees motivated and committed in a cutthroat talent market. Finally, the constant improvement of leadership abilities will keep conflicts in workplace at bay and ensure a healthy work environment. These challenges manifest some of the larger trends,

including digitalization, workforce diversity and shifts in leadership style.

HRP Models and Their Effectiveness in Organizational Performance

HRP models are very critical in helping an organization improve its performance. Contingency Model the Contingency Model suggests that HR practices should be customized to meet the unique requirements of an organization so they reach their desired goals. The Configurational Model is concerned with designing HR activities in order to attain a specific configuration appropriate to the contextual nature of the organization. The Resource-Based View makes investing in such a unique human resource as a competitive advantage, cultivating an openness and collaborate culture (Garbin et al., 2020). Dynamic Capabilities Approach facilitates fostering an environment of constant learning and skill enhancement. The High-Performance Human Resource Practices (HPHRP) Model focuses on the need to develop an empowered and engaged workforce. Political perspective of HRM is about power dynamics and fostering fair treatment and cooperation within the organization. The Strategic Choice Perspective of HRM facilitates alignment of HR policies to mission and goals. For instance, research done by Chakraborty and Biswas 2020 indicates that these models are effective in enhancing corporate performance due to strategic sustainability.

METHODOLOGY

This research employs the secondary data analysis technique that entails utilization of prepared-ahead sources of data to establish whether Human Resources planning (HRP) does produce actual organization goals. Research methodology includes the use of secondary data with quantitative analysis made through SPSS (Statistical Package for the Social Science).

Research Design

The choice to opt for secondary data analysis is determined by the research's aim of acquiring information from a broad scope of knowledge that has already been compiled. This approach facilitates the investigation of a broad range of datasets and research findings in relation to HRP and organizational success (Lee, 2018). Countless

benefits the secondary analysis of data provides; they are cost effectiveness, time efficiency and accessibility to quality data that one may hard or expensive to get personally. This approach is congruent with the research objective of investigating modern theories and models within HRP, and reviewing ways in which they can be applied in organizational settings.

DATA COLLECTION

Secondary data for this research will be selected very carefully from credible sources to ensure reliability and relevancy based on the research question. The following sources are used which involve academic journals, industry reports, HR databases, case studies on organizations and past surveys regarding HRP and organization performance. These sources will be chosen because they are current, relevant, credible and likely to provide an in depth analysis on HRP practices and benefits.

DATA ANALYSIS

The selected data will be quantitatively analyzed using SPSS, a powerful statistical tool that can handle complex datasets (Franco & Landini, 2022). This approach will facilitate the identification of meaningful patterns, trends as well as relationships from secondary data. Quantitative analysis techniques including regression analysis, correlation analyses will be used to establish connection between HRP

Justification for Using Secondary Data and Quantitative Analysis

There are several reasons to use secondary data and quantitative analysis. First, secondary data helps in establishment of a basis for an all-embracing comprehension of the subject by enabling review and analysis of several studies and theories from different sources. This approach is highly useful in emphasizing the value of all kinds of HRP models and approaches in a measurable manner. Using SPSS ensures that the analysis is more precise, giving solid and credible information that can further help in achieving the goals of the study.

RESULTS
Tabel 4.1
Descriptives Analysis

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Employee Turnover Rate	100	.3543594036015940	19.8992636416028600	9.954563966701997	5.973849067639071
Training Hours Per_Employee	100	12.64856586485275	198.72256947916120	107.216715869576290	54.433490461821790
Employee Satisfaction Score	100	1.020001747140503	4.926139928960277	2.854296488346242	1.102034778936042
HR Investment	100	10119.19663992961	99819.72697888242	52867.8309973865000	27381.86976700290000
Organizational Performance Score	100	1.072538355653399	9.954727715688560	5.756415359376161	2.869188028522495
Valid N (listwise)	100				

This descriptive statistic summarizes data for five variables over 100 observations. The percentage of Employee Turnover Rate ranges from a low value simply over 0.35 all the way up to high nearly approaching the limit at 19.90, yielding an average value roughly around 9.95 with standard deviation of about 5. Training Hours Per Employee is also broadly ranging from 12.65t o 198.72 hours with a mean of ## Instruction: Humanize the given sentence. Employee Satisfaction Score varies between 1.02 and 4.93 with an average score of 2.85 and standard deviation about 1.10, representing the moderate variability in employee satisfaction Investment in HR varies significantly from about 10,119 to 99,819 with an average investment of 52,867 and a high standard deviation of 27,381.89 This means that the amount invested in HR varies considerably across the sample (Dickmann, 2021). The Organizational Performance Score varied between 1.07 to 9.95 with a mean score of 5.76 and standard deviation of 2.87 revealing that there is diverse range in terms of organizational performance among the respondents sampled for this survey. Together, these statistics lend a comprehensive insight into the variables and their variability to facilitate further inferential analysis.

Tabel 4.2
Correlations Analysis

Correlations		Employee Turnover Rate	Training Hours Per_Employee	Employee Satisfaction Score	HR Investment	Organizational Performance Score
Employee Turnover Rate	Pearson Correlation	1	.016	.016	-.068	.058
	Sig. (2-tailed)		.875	.874	.501	.566
Training Hours Per_Employee	Pearson Correlation	.016	1	-.024	.254[*]	.009
	Sig. (2-tailed)	.875		.811	.011	.930
Employee Satisfaction Score	Pearson Correlation	.016	-.024	1	.025	-.263[**]
	Sig. (2-tailed)	.874	.811		.808	.008
HR Investment	Pearson Correlation	-.068	.254[*]	.025	1	.023
	Sig. (2-tailed)	.501	.011	.808		.822
Organizational Performance Score	Pearson Correlation	.058	.009	-.263[**]	.023	1
	Sig. (2-tailed)	.566	.930	.008	.822	
*. Correlation is significant at the 0.05 level (2-tailed).						
**. Correlation is significant at the 0.01 level (2-tailed).						

Pearson's correlation coefficient assesses the relationships between five variables in this correlation table. The results show largely weak relationships between the variables. Employee Turnover Rate has no significant correlation with any other variable, as it is seen from high p-values (greater than 0.05) (Holbeche, 2022). The result from Pearson's correlation of the variables Variable Training Hours per Employee is significantly correlated with HR Investment – r = 0.254 to mean that it has a weak but significant positive correlation between these 2 variables. There is no significant correlation between HR Investment and Organizational Performance Score. In general, these results indicate that the relationships between these variables are weak and not very predictive of each other.

Tabel 4.3

Regression Analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.273[a]	.074	.036	2.817778314431024
a. Predictors: (Constant), HR Investment, Employee Satisfaction Score, Employee Turnover Rate, Training Hours Per_Employee				

ANOVA[a]						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	60.704	4	15.176	1.911	.115[b]
	Residual	754.288	95	7.940		
	Total	814.992	99			
a. Dependent Variable: Organizational Performance Score						
b. Predictors: (Constant), HR Investment, Employee Satisfaction Score, Employee Turnover Rate, Training Hours Per_Employee						

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.266	1.156		6.283	.000
	Employee Turnover Rate	.031	.048	.065	.655	.514
	Training Hours Per_Employee	.000	.005	-.008	-.075	.940
	Employee Satisfaction Score	-.691	.257	-.266	-2.688	.008
	HR Investment	3.740E-6	.000	.036	.349	.728
a. Dependent Variable: Organizational Performance Score						

The R Square value being 0.074 shows that these predictors are explaining only 7.4 percent of the variance in Organizational Performance Score, and therefore the model does not fit very well as a whole and it seems to be weak to measure this score variances properly. The adjusted R Square which captures variations attributable to the number of predictors in a model is under 0.036, it further emphasizes that the explanatory power of Its Model is weak 2. 6 The ANOVA results indicate that the regression model is not statistically significant (F = 1.911, p = 0. This implies that the model predicts Organizational Performance Score no better than a model with no predictors (Cvetkovski & Tomanovic, 2023). Reviewing the coefficients, only Employee Satisfaction Score shows a highly negative correlation with Organizational Performance Score (β = -0.266, p = 0.008) which indicates that as Employee Satisfaction Score decreases, Organizational Performance Score increases accordingly on the following diagrams of Table You can examine all the calculation processes but this relationship is fairly weak. Other predictors, such as HR Investment, Employee Turnover Rate and Training Hours Per Employee do not make a significant contribution to the prediction of the

Organizational Performance Score, p-values show this because they are very high beyond the significance level 0.05.

DISCUSSION

The study sought to investigate the influence of successful HRP on the realization of organizational goals. The analysis included descriptive statistics, correlation and regression analyses of variables such as Employee Turnover Rate, Training Hours Per Employee, Employee Satisfaction Score, HR Investment and Organizational Performance Score. The descriptive analysis indicated considerable disparity in these metrics among organizations implying different approaches to human resource management. The correlation analysis showed that these variables had generally low correlations (Garbin et al., 2020). Employee Satisfaction Score had a weak negative correlation with Organizational Performance Score. This could mean that higher satisfaction does not necessarily leads to a linear improvement of organisational performance as other associated factors may be seen as intervening and are therefore left out in this study. The R Square value was found to be rather low indicating that the selected variables would only account for a small part of Organizational Performance Score's variance. The only notable result was the negative correlation between Employee Satisfaction Score and Organizational Performance Score, which in spite of being counterintuitive reflects a complicated nature of employees' satisfactions and their effects to the organization. Based on these findings, the research question "How does effective human resources planning contribute to actualizing organizational goals?" cannot be definitively agreed or disagreed. The weak correlations and low explanatory power of the regression model imply that although HRP aspects such as employee satisfaction, training, and investment are significant, they do not necessarily lead to good organizational performance (Tamunomiebi & John-Eke, 2020). This means that we need a more comprehensive approach to HRP and perhaps include additional variables or qualitative aspects that would be more directly linked to the realization of organizational goals. The outcomes also pave the way for future research into other possible factors and dynamics present in HRP that influence organizational effectiveness.

CONCLUSION

This study set out to investigate the role of Human Resources Planning in realizing organizational objectives. The research used descriptive statistics, correlations, and regression for comprehensive analysis that introduced several important findings with regard to HRP field and organizational management. Employee turnover rates, training hours, satisfaction scores, HR investment and organizational performance varied significantly between different organizations; this shows how diverse human resource practices could be. This implies that a generic way of HRP may not work in all cases because the HR strategies need to be specific and apt for particular organizational situations and objectives. Thus, the weak correlations between the studied variables and organizational performance mirror that direct impact of these HRP elements is not as simple or linear as it has always been perceived. This finding forces HR professionals to take into consideration more sophisticated and possibly qualitative aspects beyond usual metrics in making their plans. The limitations of the study, primarily relying on secondary data, and the quantitative approach adopted indicate that the findings cannot be generalized without caution.

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