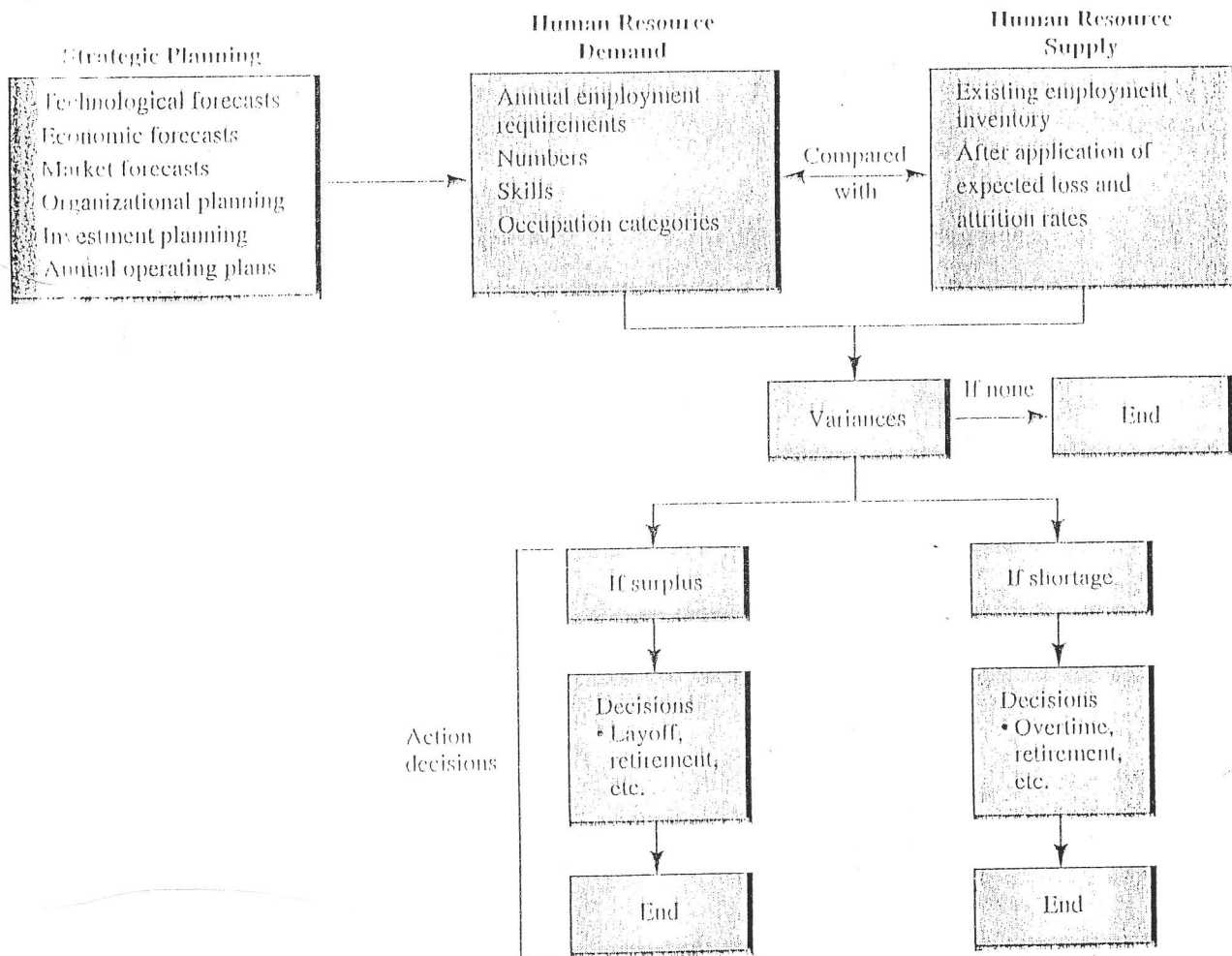


THE HUMAN RESOURCE PLANNING PROCESS

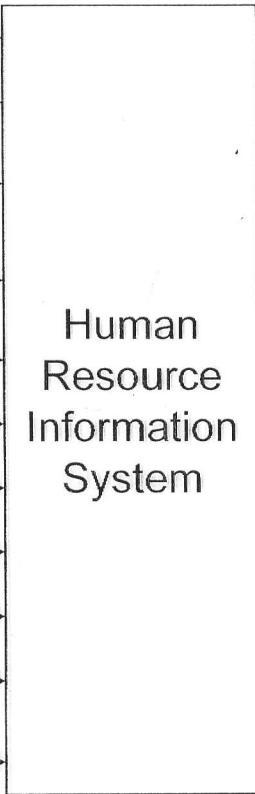


HUMAN RESOURCE INFORMATION SYSTEM

Goal: Integrate Core Processes into Seamless System

Input Data Types

- Job Analysis →
- Recruitment →
- Selection/Job Posting/
Employee Referral →
- T&D →
- Performance Appraisal →
- Compensation →
- Benefits →
- Safety →
- Health →
- Labor Relations →
- Employee Relations →



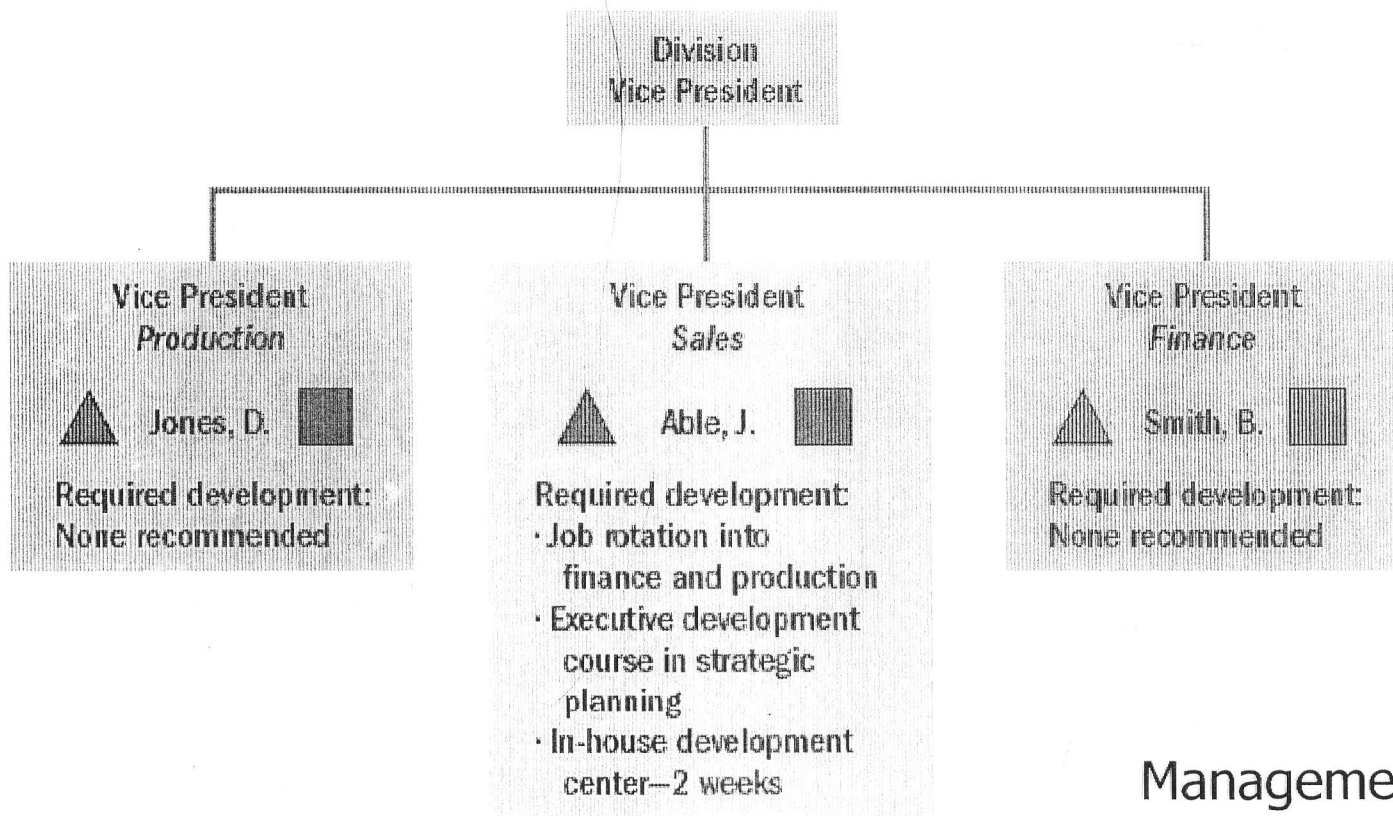
Output Data Uses*

- Employee Tracking
- Diversity Programs
- Hiring Decisions
- Training Programs/E-
learning/Management Succession
- Compensation Programs
- Benefit Programs (e.g.,
prescription drug programs)
- Health Programs (e.g., Employee
Assistance Programs)
- Bargaining Strategies
- Employee Services

Contribute Toward Achievement of:



*Certain data are available to employees at work or at home. Examples: supervisors might access just-in-time training for conducting performance appraisal reviews. Operative employees might enter time and labor data. All employees may be able to review 401(k) balances, transfer funds, make benefit elections, set annual performance goals, update personnel data.



**PRESENT
PERFORMANCE**

Outstanding



Satisfactory



Needs improvement



**PROMOTION
POTENTIAL**

Ready now



Needs further training



Questionable



Management Replacement Chart Showing Development Needs of Future Divisional Vice President

Figure 5-4