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**chapter**

**2**

**STRATEGY AND  
HUMAN RESOURCES PLANNING**



This chapter discussed strategic human resource management (SHRM), including scanning the competitive environment and conducting an internal analysis to gauge the firm's strengths and weaknesses. This involves looking at the firm's "three Cs"—its culture, competencies, and composition. When employees' talents are valuable, rare, difficult to imitate, and organized, an organization can achieve a sustained competitive advantage through people. As organizations plan for the future, top management and strategic planners must recognize that strategic-planning decisions affect—and are affected by—HR functions. Human Resource Planning (HRP), then, is a systematic process that involves forecasting the demand for labor, performing supply analysis, and balancing supply and demand considerations. Firms need to establish a set of parameters that focus on the "desired outcomes" of strategic planning, as well as the metrics they will use to monitor how well the firm delivers against those outcomes. Issues of measurement, benchmarking, alignment, fit, and flexibility are central to the evaluation process.

# Managing Human Resources 16th Edition Chapter 2

**KJ Lindholm-Leary**



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