



Operational Process For Workforce Planning

H Kauffman



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An Operational Process for Workforce Planning Robert M. Emmerichs, Cheryl Y. Marcum, Albert A. Robbert, 2004-10-06 Workforce planning is an activity intended to ensure that investment in human capital results in the timely capability to effectively carry out an organization's strategic intent. This report examines the purposes of workforce planning, identifies key factors contributing to successful workforce planning, and describes a RAND-developed process for conducting workforce planning. *An Operational Process for Workforce Planning*, 2004. Workforce planning is an activity intended to ensure that investment in human capital results in the timely capability to effectively carry out an organization's strategic intent. This report describes a methodology developed by RAND at the behest of the Deputy Assistant Secretary of Defense for Civilian Personnel Policy for conducting workforce planning, a methodology applicable in any organization. The report identifies key factors contributing to successful workforce planning, examines the purposes of workforce planning, and lays out a process by which executives and line managers of business units can identify specific policies and practices for workforce planning. This process is designed to help an organization's leaders decide whether they want to engage in workforce planning, understand the mechanics of workforce planning, identify the resources needed, and mobilize the key participants to carry out workforce planning. The authors recommend that senior leaders explicitly delineate the roles and responsibilities of those involved in workforce planning, that corporate headquarters develop functional specifications for a human resource information system to support workforce planning, and that corporate headquarters evaluate the availability, costs, and benefits of comprehensive integrated workload and inventory projection models for all categories of employees and invest in such models. **Supply Chains in Action** Richard Wilding, 2019-10-03. Volume 2 of Logistics Supply Chain and Procurement Case Study Collection contains new case studies tackling Supply Chain and Procurement issues, aiming to provide solutions affecting a range of different businesses. Comprehensive in scope and scrupulous in detail, this collection includes actual events experienced by businesses of every size, from SMBs to some of the most successful corporations in manufacturing, transportation, maritime, and other industries. Readers will discover proven tactics and innovative solutions for handling uncertainties, solving problems, and circumventing risk, plus a wealth of information to guide strategy and decision making. Readers involved in logistics and supply chain management will find the Logistics Supply Chain and Procurement Case Study Collection full of immediate application of strategies and tactics to situations and challenges, valuable tools for testing management proficiency in crisis mitigation and resolution, independent learning modules, and professional training programmes. Expanded question and answer sections designed to measure knowledge transfer and lessons learned, engaging topical situations highly relevant to the fields of logistics, supply chain management, and operations. Students and prospective managers will learn crucial skills to meet current challenges, qualify for professional advancement, and achieve success. Challenges for Next Generation Network Operations and Service Management Yan Ma, Deokjai Choi, Shingo Ata, 2008-10-06. This book constitutes

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