

Human Resource Planning and Succession Planning In Organizations

Name:

Student Number:

Date of Submission:



## **Introduction**

Human resource planning and succession planning provide a strategic focus on critical processes which produce a higher evaluation of essential factors that are essential in improving organization development. Human resource plays an integral role in guiding organizational development. The need to define key concepts that define employee engagement is necessary and help create a higher level of emphasis on critical changes which are essential in determining a higher level of organization engagement. Ensuring that every individual understands their role and responsibilities within an organizational context is necessary and provide a strategic focus on better planning which defines fundamental changes that define positive development. Improving the level of competitiveness is essential and provide a strategic focus on significant changes which are necessary in determining a higher level of organization development.

## **The objective of the study**

To determine the importance of human resources planning and succession planning in organizations

## **Problem statement**

Positive organizational development is based on integration on important concepts which provide a strategic focus on essential elements which give a greater emphasis on critical changes which help define a higher level of success within an organizational context. The role of human resource is crucial and help in ensuring that the organization adopts vital factors which help identify essential processes that can be evaluated and provide a higher level of focus where it is possible to achieve positive development. Therefore, there is a need to understand the importance of human resource planning and succession planning based on the underlying organizational regulations. Strategic engagement within an organizational development is based on an evaluation of critical factors which provide a strategic emphasis on better changes which provide a greater understanding of key changes which help define a higher level of organizational development. Effective human resource planning plays a crucial role in defining critical changes within an organizational context where it is possible to achieve better growth in achieving the set objectives.

### **Literature review**

Clovis (2018) highlights that human resource planning is based on attention to fundamental aspects which are essential in providing a greater focus on necessary changes which help achieve better organizational outcomes. The article highlights that human resources planning is based on human resource guiding principles which are essential in defining the level of corporate management. Thus, understanding organization philosophy outline important aspects which help integrate fundamental changes which help achieve a higher level of success. The integration of better management concepts within an organization provides a strategic emphasis on essential aspects which help produce critical changes within the organizational context. It is critical to integrate fundamental ideas which help define significant changes which determine better organizational outcomes.

According to Crumpton (2015), achieving better organizational outcomes provide a higher evaluation of essential aspects which are crucial and help achieve positive outcomes. Succession planning within an organizational context is based on the integration of crucial concepts which help define better ideas which help determine better organizational development. Ensuring that there is a better succession can help ensure that there is more significant development of important concepts which help define better development concepts. Ensuring that highly qualified employees occupy every position within an organization makes it possible to integrate significant changes which help achieve a higher level of success. Talent within an organizational context is based on key factors which help define critical processes that determine better organizational development.

Kateb and Ahmadi (2018), management is diverse and incorporates key concepts which define a greater understanding of essential concepts which help define a critical knowledge of crucial processes that determine positive development. Practical focus on essential measures that have been identified in this case help outline specific concepts which are integral in maintaining a high level of performance. The underlying changes within workplace require critical evaluation of essential processes which define a higher level of success. Therefore, understanding all the concepts that have been reviewed in the analysis help in creating a profoundly transformed environment to determine better measures which define a highly strong understanding on better measures which can be integrated within an organizational concept to improve employee development and performance.

According to Lenz and Sauter (2012), an evidence-based management approach is a leadership approach where a manager bases his or her decision on available information. The decision that is made by the management is based on the available fact sheet that might include data or input from different stakeholders who have information regarding the application of a given concept that has been developed by management. Therefore, ensuring that the decision made is informed by critical theories within a given environment is essential and help define critical processes, which determine a greater understanding of major concepts, which define organizational development. Human resource planning provides a strong basis under which it is easier to define fundamental changes within business development.

Durst and Wilhelm (2012) state that the integration of personal traits within a business environment is essential in defining individual adaptability levels, which help in determining strategic measures, which aid in creating a highly successful business context. The ability of employees to align their traits with the underlying company values is essential in ensuring that there are a better development and positive relationship within an organizational context. Person-job fit refers to the efficacy in outlining individual personality with the underlying corporate engagement. The key processes that define a greater understanding of these critical elements help in having a higher level of commitment. These concepts are essential in leading a highly organized business development.

According to Rothwell (2014), poor person job fit means that individual personality traits are unable to comfort the underlying organizational values. Thus, in this case, it is challenging to implement corporate demands successfully. The conflicts that arise in this case is challenging to change considering that, an individual is unwilling to comprise for the sake of organizational development. Poor job fit leads to increased stress among employees considering that it is challenging to integrate specific measures, which can help create a conducive environment because of the differences. In such situation employee, work because they are obligated to do so rather than assisting in building a positive environment that is based on positive behaviors.

Gilding et al. (2015) assert that employees are likely to suffer from work, related stress because an organization cannot adjust to an individual's need hence an individual will have to work effectively in meeting the needs of the organization. Employees working in such situation are profoundly demoralized and have a poor engagement under which better

decisions can be made. The integration of essential concepts, which promote employee engagement and commitment, is based on the level of understanding that exists between the employees and the management. Poor person-organization fit lead to unhappy employees who are unable to fully reach her full potential while working with the organization because they do not feel appreciated.

### **Research philosophy**

Research philosophy is a belief on how research is conducted with a critical focus on essential aspects such as how the data is collected, analyzed. Thus, a researcher is expected to provide a greater emphasis on fundamental processes which produce a greater emphasis on crucial changes which define better engagement. The critical research philosophies that are commonly used include positivism and interpretivism(Tobergte & Curtis, 2013). Positivism provides a greater emphasis on quantitative data which can be effectively engaged and give a greater focus on essential aspects which provide a higher evaluation of important changes within the research context. Positivism is highly structured and uses numerical data which give a higher assessment of essential changes based on the research objective. Interpretivist research philosophy focuses on observational data. It is appropriate for small samples. Thus, there is a need to integrate important processes which provide a strategic understanding of key changes which define a higher level of engagement(Phan, 2016).

The researcher incorporated positivism research philosophy because it is highly structured and employs the use of quantitative data which is essential in providing an understanding of a given research objective. Positivism also includes qualitative data and thus provide a greater understanding of these research elements that are being evaluated. Positivism makes it possible to research in a more organized manner which is essential in finding accurate research outcomes(Bryman & Bell, 2017).

### **Research approach**

The research approach is a research plan and procedure that includes essential steps which are necessary in defining key research processes. The critical research approaches that are essential in promoting accurate research include inductive and deductive research approaches. Deductive research approach focuses on statistical reasoning and understanding from a specific perspective to a more general understanding of essential elements that define research development. The integration of these concepts is based on the research objective that is being evaluated. Thus, it is vital to integrate key processes which help define critical

changes which are essential in implementing positive research outcomes. Inductive research approach provides an understanding from a broader knowledge to a more specific research engagement(Bloomberg & Volpe, 2012).

The researcher focused on inductive research approach to understand important study concepts which provide a higher evaluation of essential concepts from an understanding of different organizations to a more specific influence on organization development. The inductive research approach is more detailed and focuses on providing a robust evaluation on important concepts which help define better changes which are vital in maintaining positive research development where it is possible to achieve better research outcomes(Crotty, 2011).

### **Research strategy**

The research strategy is a step by step operational plan which provides a greater understanding of important changes which help define better research outcomes.Thus, focusing on useful research strategy help integrate important processes which produce a higher evaluation of fundamental changes which help achieve better research outcomes. Therefore, the researcher focused on survey research strategy to provide an understanding on the variables that were being integrated within research which is essential in making a fundamental understanding on essential changes which are necessary in defining better research outcomes. The survey research strategy is necessary considering that it provides a higher evaluation of essential concepts which help understand essential changes which are necessary in defining positive research outcomes(Smith, 2012).

### **Ethical implications**

Developing research is a complex process which integrates important processes which help define critical changes which are essential in determining better research outcomes. Ethical implications provide key concepts which help determine significant changes which help define positive research development. The research integrated consent forms which provided a fundamental understanding of important research aspects that were being evaluated in the study. Consent forms were issued to participants to provide a greater understanding of essential concepts which define positive research development. Participants were required to participate in the study based on their own accord after reviewing the benefits and risks of participating in the survey(Strasser, 2015).

The researcher began the data collection after seeking permission from relevant authorities to provide a greater understanding of key research processes which are essential in defining better development. The researcher sought approval from the internal review board which evaluated the research proposal to determine its accuracy and adherence of all research guidelines(Widdowson, 2011).

### **Research Methodology**

Research methodology is a systematic plan that provides a greater focus on essential concepts which provide a strong emphasis on essential concepts which provide focus on research development. Research methodology integrates scientific processes which are essential in defining key concepts which are critical in improving research development. A researcher can evaluate critical concepts which are critical in determining essential elements that can help in obtaining accurate results. The key processes that are assessed in this case include research design, sampling, data collection, and research analysis(Barbara, 2012).

### **Research design**

A research design is a crucial research process that outlines a set of methods and procedures which are vital in data collection and analysis which provide a greater understanding of the concepts which help define better outcomes. A research design provides important concepts which provide a higher evaluation of relevant concepts which are vital in making a better determination. It is a conceptual structure which provides the approach in which research is conducted. The determination of research design help defines essential concepts which are essential in making a successful research determination(Strasser, 2015).

A cross-sectional descriptive research design was preferred by the researcher. This design provides descriptive information which helps understand critical changes in research which are essential and help integrate better changes which help determine more significant outcomes. Understanding the characteristics of the variables that have been included in the analysis is essential in ensuring that the findings determined from a given research process are used(Widdowson, 2011).

### **Sampling**

Sampling entails important processes which provide a greater understanding of key aspects that define better research development. Understanding important processes that define the sample population that forms the basis of research development. The sampling

strategy that is evaluated provides a fundamental understanding of important changes that need to be evaluated and provide a greater focus on accurate research. The researcher employed a simple random sampling(Pandey, 2016). This technique outlines that every individual within the target population has an equal chance of being selected. Thus, it is easier to define essential aspects which are essential in defining accurate research outcomes. Simple random sampling thus was the most appropriate sampling technique. The study included a sample population of 10.

### **Data collection**

Data collection outlines important research processes that are used in obtaining research outcomes. Consequently, there is a need to focus on essential concepts which provide a higher evaluation of important changes which are essential in defining better research outcomes.

### **Primary data collection**

Primary data collection was the principal data collection strategy that the researcher considered in providing a strategic understanding on essential elements that define change and key processes that define positive outcomes based on the research process that has been identified in the study. The data collection instrument that was considered in the study was a survey questionnaire. The questionnaire included questions based on the research objective which provided a higher evaluation of essential changes which help outline positive changes. The questionnaire was sent through email which allowed the respondents to provide responses and email a filled questionnaire(MacDonald, 2012).

### **Secondary data**

The study also included secondary data which provided a better understanding of important focus on past researches regarding the research objective. The secondary data was obtained from books, peer-reviewed journals, and websites.

### **Data analysis**

Data analysis provide focus on critical processes that are used to analyze the data that was collected to determine the better outcome based on the research objective that is being evaluated. Data analysis provide a critical emphasis on essential aspects which are determined from the data collected in the field. The study included descriptive statistics

which focused on the evaluation of important elements which provide a higher evaluation of key research outcomes. Focus on defining the characteristics of the variables that were being evaluated in the analysis. The analysis focused on graphs to understand important processes that define better research development(Bryman & Bell, 2017).

## Results and Findings

### Results for the 1<sup>st</sup> Question

**Do you agree that organizations focus on human resource planning and succession planning?**

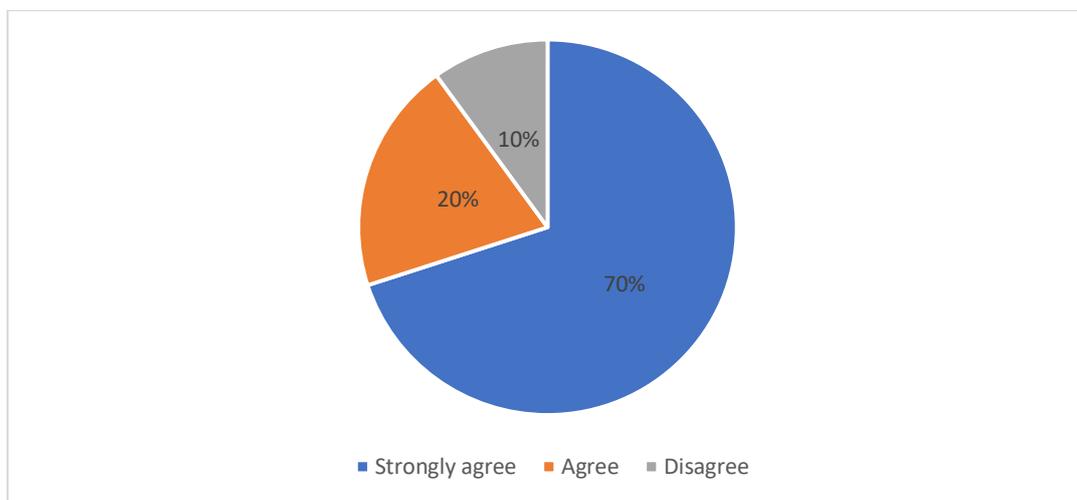


Figure 1

The analysis in figure 1 shows that 70% of the respondents strongly agreed that organizations focus on human resource planning and succession planning, 20% agreed while 10% disagreed with the statement. The implementation of these concepts within the organization help provides an understanding of future changes that an organization has considered in achieving better organizational success.

### Results for the 2<sup>nd</sup> Question

**Do you agree that human resource planning and succession planning are critical to organizations?**

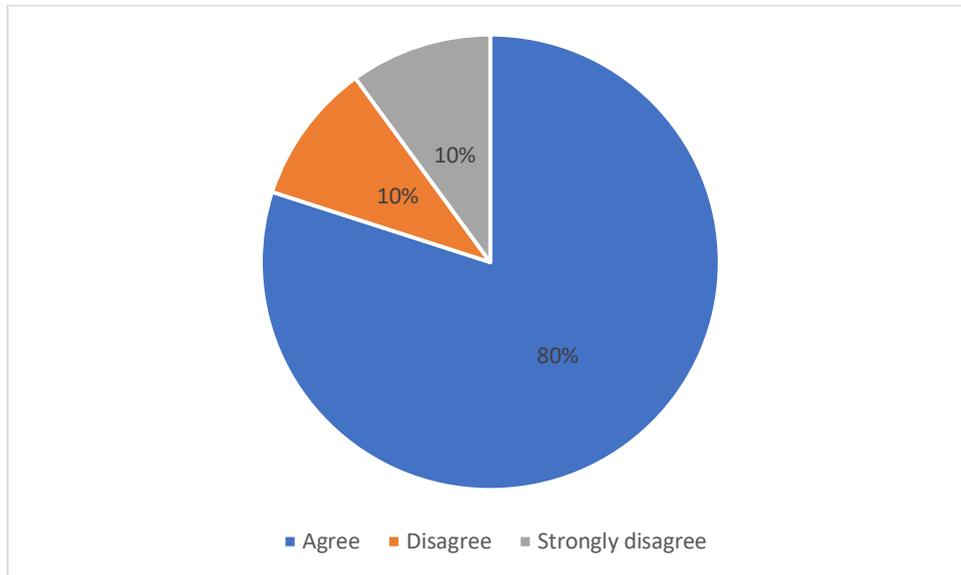


Figure 2

Figure 2 shows that 80% of the respondents agreed that human resource planning and succession planning are critical to organizations, 10% disagreed while 10% of the respondents strongly disagreed that human resources planning and succession planning are keys to organization development. The integration of relevant concepts which define organization development is based on the strategic evaluation of essential concepts which provide a higher evaluation of key aspects which define sustainable organization development.

### Results for the 3<sup>rd</sup> Question

**Do you agree that the implementation of human resource planning and succession planning is effective?**

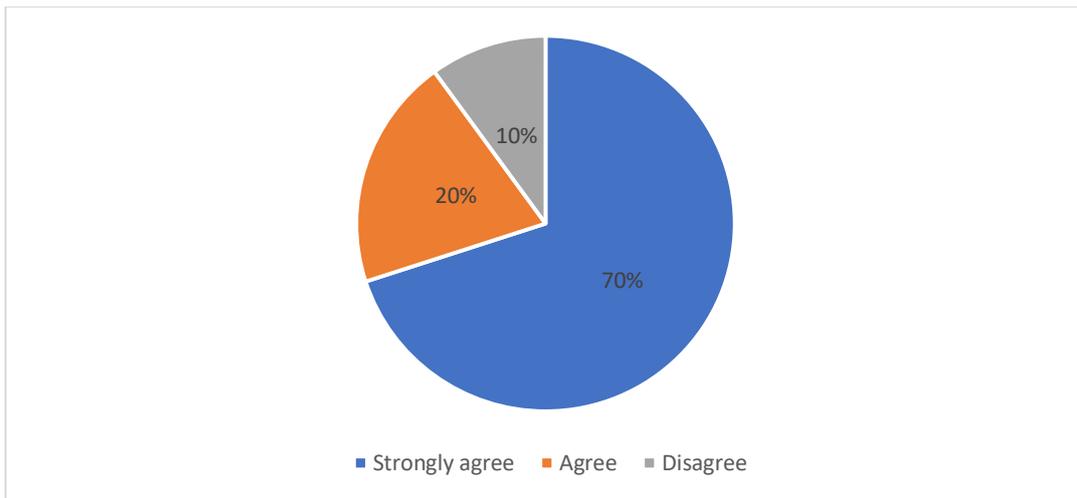


Figure 3

The analysis in figure 3 shows that 70% of the respondents strongly agreed that the implementation of human resource planning and succession planning is useful and help integrate important concepts which highlight important processes that define better changes which define a high level of engagement. The effectiveness of human resources planning and succession planning integrate better elements which define the higher level of engagement within organizational development.

#### Results for the 4<sup>th</sup> Question

**Do you agree that there are changes that need to be evaluated in determining better organizational success?**

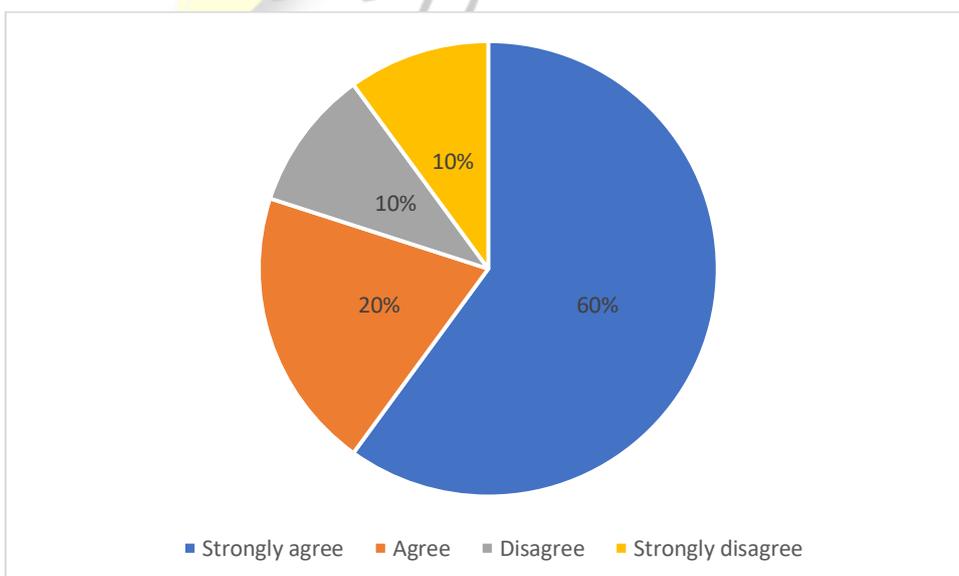


Figure 4

Figure 4 shows that 60% of the respondents strongly agreed that changes that need to be evaluated in determining better organizational success while 20% agreed. The human resources planning and succession planning need to focus on key concepts that define employee engagement within an organizational context. There is a need to focus on essential changes which provide a strategic emphasis on fundamental concepts which define better development and future company development.

### Results for the 5<sup>th</sup> Question

**Do you agree that human resource planning and succession planning Focus on organizational performance?**

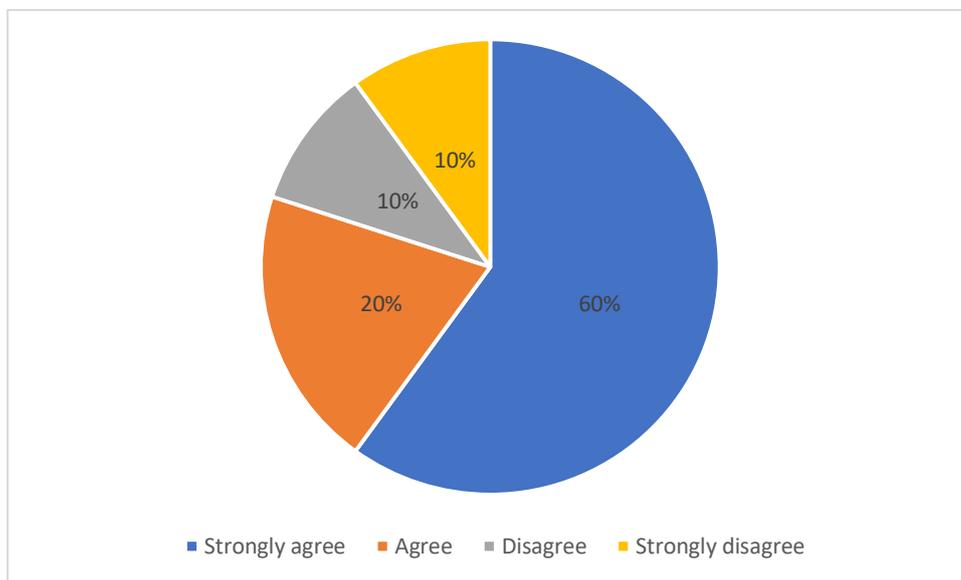


Figure 5

The analysis in figure 5 shows that 60% of the respondents strongly agreed that human resource planning and succession planning Focus on organizational performance, 20% agreed with the statement and thus it is crucial to understand essential aspects which provide a greater evaluation on significant changes which provide a greater organizational development. The analysis also shows that 10% of the respondents disagreed with the statement.

### Results for the 6<sup>th</sup> Question

**Do you agree that human resource planning and succession planning improve employee commitment?**

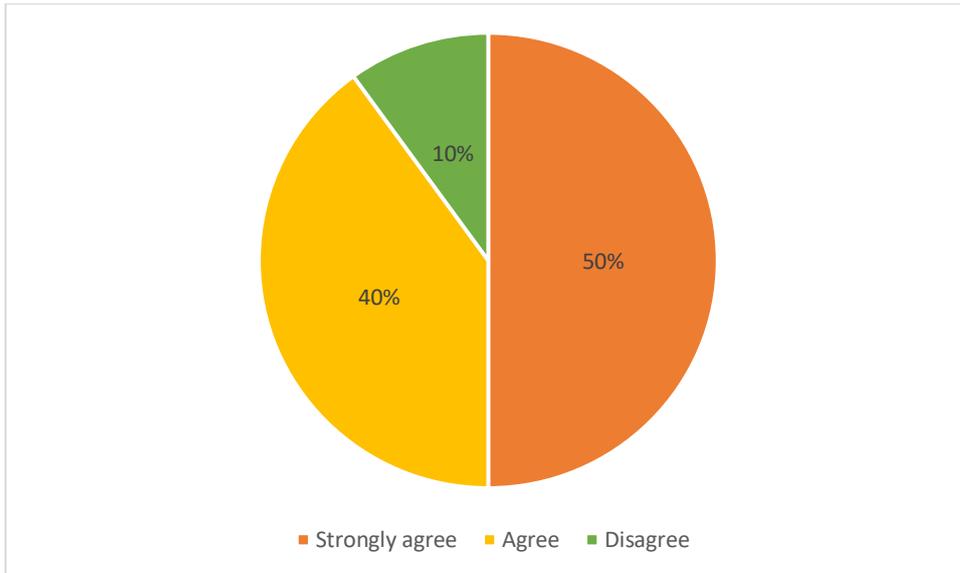


Figure 6

Figure 6 shows that 50% of the respondents strongly agreed that human resource planning and succession planning improve employee commitment. The findings show that there is a need for the organizations to integrate essential concepts which provide a higher evaluation of important changes which help define better developmental concepts. Consequently, it is essential to integrate better changes which help outline key changes which are essential in organizational development.

#### Results for the 7<sup>th</sup> Question

**Do you agree that effective human resource planning and succession planning reduces employee turnover?**

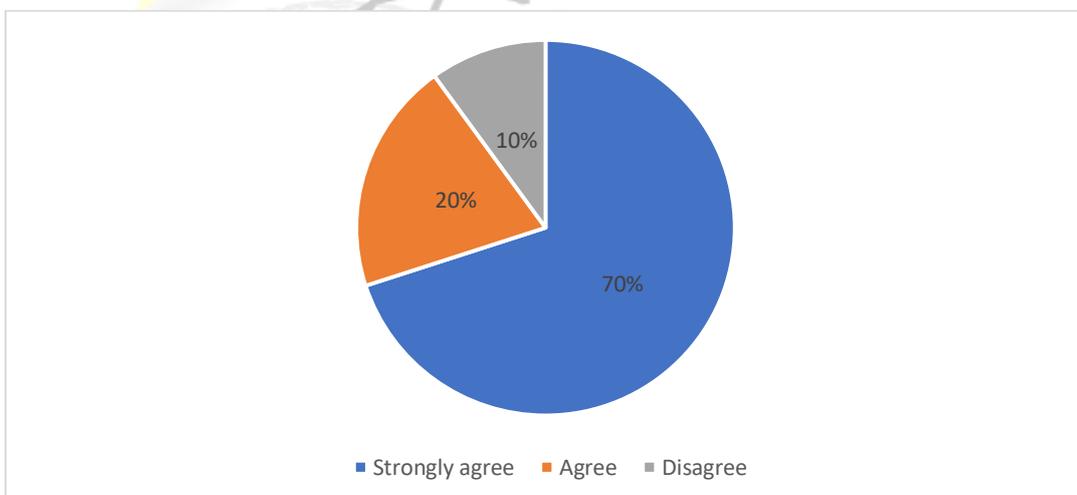


Figure 7

Figure 7 shows that 70% of the respondents strongly agreed that effective human resource planning and succession planning reduces employee turnover, 20% agreed with the statement. Employee turnover is based on poor strategies that are implemented by organizations. Human resources planning and succession planning provide a crucial understanding of essential concepts which help define better organization development.

### **Reliability and Validity**

Reliability provides a higher evaluation of the consistency of the research based on the evaluation of essential processes which provide a diverse understanding of important changes which help define better development of the research. The research methods and tools that have been considered in this case focus on crucial changes which define better outcomes. Internal consistencies were achieved based on responses that have been provided by the respondents the identity of the respondents was not considered which ensured that there is the development of important concepts which help in understanding essential research outcomes(Pandey, 2016).

The validity of the research outcomes has been considered in providing a greater evaluation of important changes which help achieve a high level of accuracy. The findings that have been integrated into this case provide a higher evaluation of important changes which help define better research outcomes.

### **Conclusion**

The future of organizations is based on diverse concepts which help identify important factors that define better organizational development. Planning provides a higher evaluation of important changes which help outline key changes which define better organizational development. Human resources planning is essential and provides a higher level of focus where it is possible to integrate better research outcomes. Better planning and ensuring that there is a higher evaluation of important focus on skills and abilities among employees. There is a need to outline important processes which provide a higher evaluation of important changes which help define better development. Strategic management provides a strategic understanding of key changes which play better focus on the changes within an organizational context. High level of organizational sustainability is based on effective human resources planning and succession planning.

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Questionnaire

Do you agree that organizations focus on human resource planning and succession planning?

- Strongly agree
- Agree
- Disagree
- Strongly agree

Do you agree that human resource planning and succession planning are important to organizations?

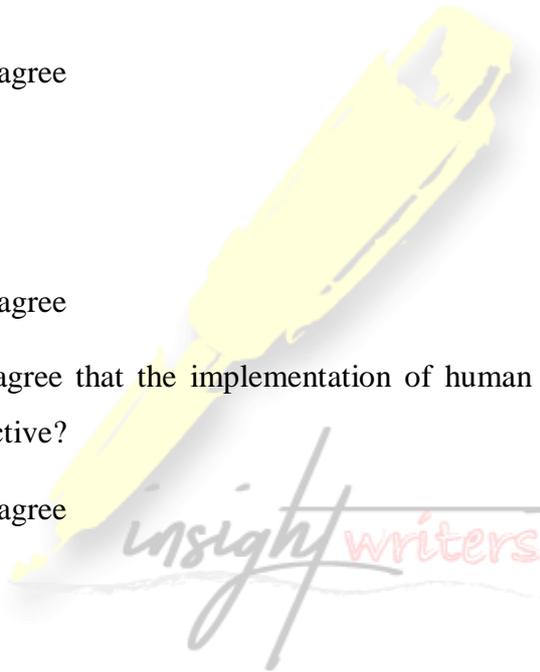
- Strongly agree
- Agree
- Disagree
- Strongly agree

Do you agree that the implementation of human resource planning and succession planning is effective?

- Strongly agree
- Agree
- Disagree
- Strongly agree

Do you agree that there are changes that need to be evaluated in determining better organizational success?

- Strongly agree
- Agree
- Disagree



- Strongly agree

Do you agree that human resource planning and succession planning Focus on organizational performance?

- Strongly agree
- Agree
- Disagree
- Strongly agree

Do you agree that human resource planning and succession planning improve employee commitment?

- Strongly agree
- Agree
- Disagree
- Strongly agree

Do you agree that effective human resource planning and succession planning reduces employee turnover?

- Strongly agree
- Agree
- Disagree
- Strongly agree

