

Planning human resources in enterprises – organization

Prof. Ass. Dr. Nerimane Bajraktari
University of Prizren "Ukshin Hoti"

Msc. Ali Ahmeti
Manager at Mc Food

"Whatever the problem if you dig deep, you will find people"
(J.WATSON WILSON)
"Begin with the end in mind"
If it fails planning, do you plan to fail?"

Abstract

Human resources are the most important asset, and have the main role in any small or large enterprise. Business fate is in the hands of people, and the efficiency of human resources. My definition of this topic has come as a result of the importance of human resources in achieving the goals of the organizations. Any small, medium or large organization, public or private, governmental or non-governmental, has been created and managed by people and their goal is to achieve results through people, and that "the only real difference between an organization and another organization is the performance of the people that make up the organization" (Drucker, 1993) and the fact that through the organization these people ...as an individual and a community member, to contribute and achieve that this organization will be successful or it will be possible in the field of competition battle depending on how they will manage and trace their human resources (Drucker, 1993). In this paper we will present an analysis of human resource planning in the organization-enterprise. "Human resource planning could be defined as an effort to predict the number and structure of workers that will be required in the future as well as the opportunities fulfillment of this requirement" (Havolli, 2009). Human resource planning is a process of forecasting people's livelihoods inside and outside the enterprise. Its purpose is to organize these resources in a more effective way, at the time and place they are needed, in order to achieve the objectives of the organization" (Sherman, Bohleander, Snessell, 1997).

Keywords: Planning, development, management, enterprise, resources, strategy.

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Academic Journal of Business, Administration, Law and Social Sciences ISSN 2410-3918 (print)

ISSN 2410-8693 (online)

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