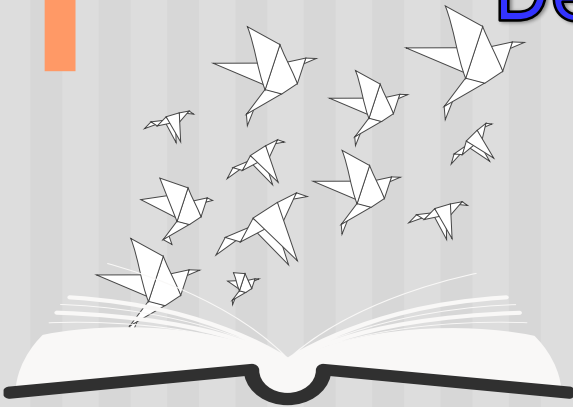


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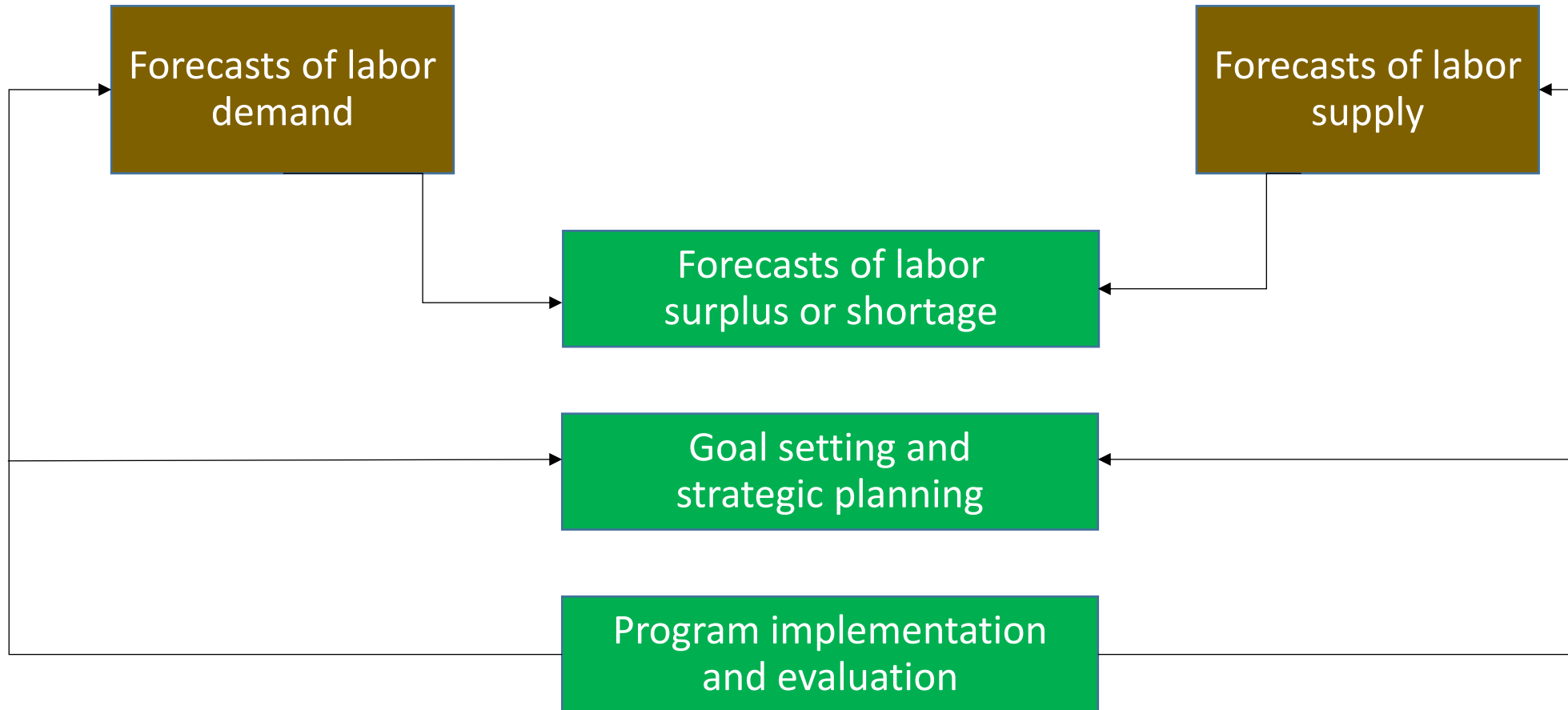
**Developing Human Capital  
to be an Entrepreneur**



Asst.Prof.Dr.Cholpassorn Sitthiwarongchai,  
Ph.D. (Management)



# The Human Resource Planning Process



# Forecasting

The attempts to determine the supply of and demand for various types of human resources to predict areas within the organization where there will be future labor shortages or surpluses.

## Leading indicator

An objective measure that accurately predicts future labor demand.

## Transitional matrix

A matrix showing the proportion or number of employees in different job categories at different times.

# Goal Setting and Strategic Planning

## Downsizing

The planned elimination of large numbers of personnel, designed to enhance organizational effectiveness.

Early Retirement Programs and Buyouts

Temporary Workers and Independent Contractors

## Outsourcing

An organization's use of an outside organization for a broad set of services.

Immigration

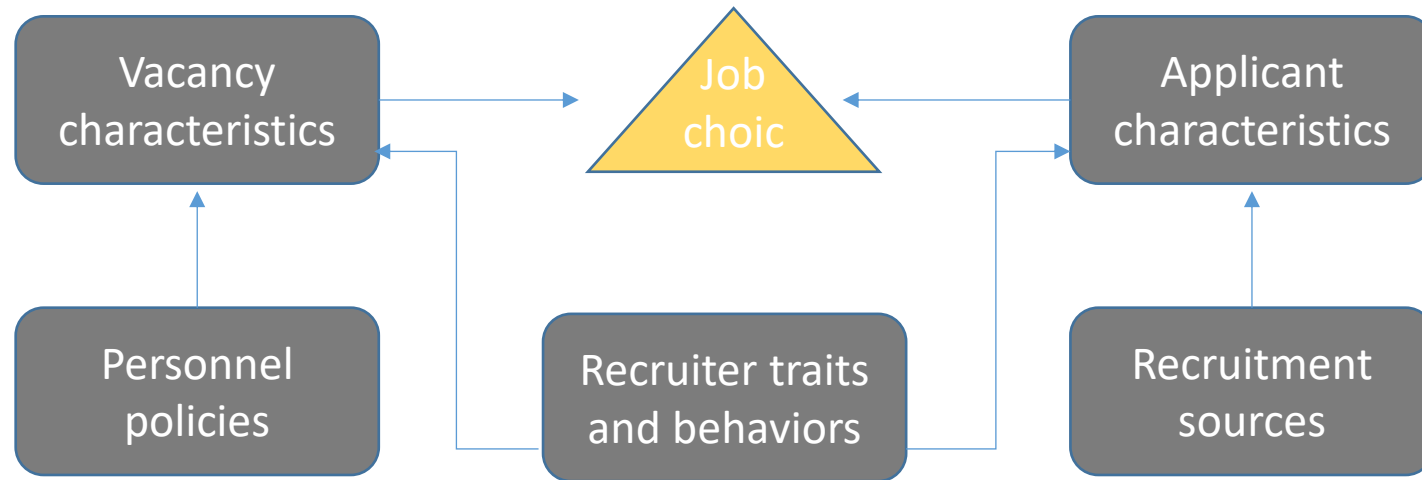
## Offshoring

A special case of outsourcing, in which the jobs that move leave one country and go to another.

Altering Pay and Hours

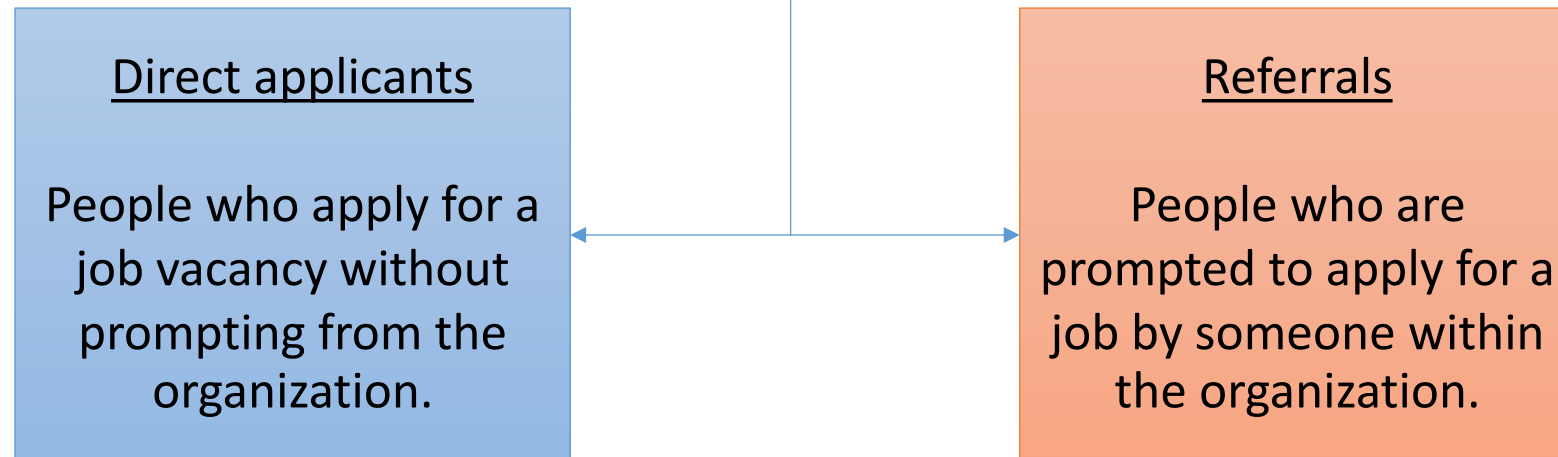
# The Human Resource Recruitment Process

The practice or activity carried on by the organization with the primary purpose of identifying and attracting potential employees.



# Personnel Policies

- Internal versus External Recruiting: Job Security
- Extrinsic and Intrinsic Rewards
- Image Advertising



# Recruitment Sources

- Direct Applicants and Referrals
- Electronic Recruiting
- Public and Private Employment Agencies
- Colleges and Universities
- Evaluating the Quality of Source

# Types of Selection Methods

- Interviews
- References, Application blanks, and Background checks
- Physical ability tests
- Cognitive ability test
- Personality inventories
- Work samples
- Honesty tests and drug tests

## Situational interview

An interview procedure where applicants are confronted with specific issues, questions, or problems that are likely to arise on the job.

# Cognitive ability tests

## Cognitive ability tests

Tests that include three dimensions: verbal comprehension, quantitative ability, and reasoning ability

## Verbal comprehension

Refers to a person's capacity to understand and use written and spoken language.

## Quantitative ability

Refers to the speed and accuracy with which one can solve arithmetic problems of all kinds.

## Reasoning ability

Refers to a person's capacity to invent solutions to many diverse problems.