

STRATEGIC HUMAN RESOURCE PLAN

TO SUPPORT THE OVERALL BASIC COMPANY PLAN

Purpose of Human Resource Function:

Environmental Factors Specific to Human Resource:

Human Resource Strengths and Weaknesses:

Human Resource Assumptions:

OBJECTIVES

	ACTUAL LAST YEAR	NEXT YEAR	FIVE YEARS
Manpower Forecast			
Full-Time/Temporary Employee Ratios			
Total Labor Cost			
Yearly People Development Audit			

OBJECTIVES

	ACTUAL LAST YEAR	NEXT YEAR	FIVE YEARS
Hours Training per Employee/Year			
Safety			
Quality Circles (participation teams)			
Turnover Rate			

OBJECTIVES

	ACTUAL LAST YEAR	NEXT YEAR	FIVE YEARS
Performance/Reward System			
Benefits			
Compensation Levels			

OBJECTIVES

	ACTUAL LAST YEAR	NEXT YEAR	FIVE YEARS
Wellness			
Recruiting Objectives and Costs			
Succession Planning			
Affirmative Action			

OBJECTIVES

	ACTUAL LAST YEAR	NEXT YEAR	FIVE YEARS
Pro-Active Labor Regulations			
Culture Index			
Measure of Skills Needed/100 Index			
Cross-Training Index			

OBJECTIVES

	ACTUAL LAST YEAR	NEXT YEAR	FIVE YEARS
Literacy Rate			
Computer Literacy			
HR Audit			

OBJECTIVES (PEOPLE)

	LAST YEAR	NEXT YEAR	5 YEARS
Staff			
Full Time			
Temporary			

OBJECTIVES (PEOPLE)

	LAST YEAR	NEXT YEAR	5 YEARS
Turnover Rate			
Training			
Budget for Total Labor			

Strategies to Meet Objectives

Action Plan—Who Does What/When?