Resource Planning for ……….. UK Limited: A Small Seasonal Business

**Overview**

Successful organisations are well managed and led. Part of this success is facilitated through the identification of all resources and then the planning of how they will be effectively utilised. Management of HRM development, effective recruitment and selection processes, induction, training, performance management, resource planning and monitoring are key elements to ensure organisations aims and objectives are met, and employee attrition is minimised. Maintaining financial viability by forecasting, budgeting, leasing and stock control to ensure that resources are available when the organisation needs them is imperative.

**Learning outcomes in focus are:**

1 Appraise the development of the human resource function.

4 Investigate and plan the resources required to achieve an organisation’s aims and objectives.

5 Evaluate and appraise the use of resources against organisational plans.

6 Formulate plans to ensure that resources are maximised, and remedial actions taken where appropriate.

**Task:**

You have just taken over a small seasonal business. To ensure your business is well managed from employee and resource perspectives you are to create a Resource Plan. The plan should provide essential information on the HR & Operations Function and how your chosen organisation should manage its resources to meet its aim, objections and long-term goals over a 12-month period. The audience for this is your Business Advisor from the bank. This should cover learning outcomes listed above.

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From: Business Human Resources Officer

To: Business Advisor, HSBC Bank

Date: …….

Executive Summary

This report examines the current HR practices within ……… small tourism (or not, important is to be a small seasonal business) business located in….. (must be located in UK). The report equally appraises the development of the human resource function and practices world over. Clearly, this report avails the opportunity to investigate and plan the resources required to achieve an organisation’s aims and objectives with focus on ….. small tourism business. More importantly, as required and evaluation and appraisal of the use of resources against organisational plans has been attempted in this report. …………………………

Based on the information provided in the above paragraph, this report therefore formulates constructive plans to ensure that resources are maximised and outlined remedial actions to be taken where appropriate.

1.0 Introduction and Company Profile – You can start by appraising the development of the human resource function

This report clearly……………. – reword the assignment questions and how you are going to deal with each of the questions constructively in your report. Remember, it is your report and your appearance as well as, critical thinking and academic writing is essentially important.

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX.

* 1. The Small business current situation – You can create a resource plan here!

This section provides some convincing evidence regarding the current situation of …..tourism small company Limited with specific focus on ensuring that the business is well managed from employee and resource perspectives. You can create a business plan for your chosen company or expand / extend the current resource plan if the company has got an existing plan which you might consider to be reviewed. A recent example is …………….XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX.

* 1. Human Resources and Operations Function – here, you will investigate and plan the resources required to achieve an organisation’s aims and objectives.

The plan should provide essential information on the HR & Operations Function and how chosen organisation should manage its resources to meet its aim, objections and long term goals over a 12 month period.

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX…..

* 1. Theoretical applications/analyses with focus on ….. tourism business Limited

Refer to the weekly slides for different types of models, theories and examples - **emphasise the applicability of these theories / models to your chosen organisation’s operation**

**1.4** Evaluate and appraise the use of resources against organisational plans **-** Triangulation of concepts, practise and theories discussed above

Start each section by saying something like this section evaluates the evidences from the company **….**

**1.5** Formulate plans to ensure that resources are maximised, and remedial actions taken where appropriate.

According to …….. resources are often managed by ……

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

1.6 Conclusion

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

1.7 Recommendations - remedial actions

Similar to Sharon (2018), Barbra (2019) and Christine (2020) submission, this report also recommends that ………………………….

**References** (please, use as much as possible from the list below)

* Slack, N., Brandon-Jones, A. and Johnston, R. (2016) Operations Management. 8th edn. Harlow: Pearson
* Torrington, D., Hall, L., Atkinson, C. and Taylor, S. (2017) Human Resource Management. 10th edn. Harlow: Pearson
* Slack, N., Brandon-Jones, A., Johnston, R. and Betts, A. (2015) Operations and Process Management: Principles and Practice for Strategic Impact. 4th edn. Harlow: Pearson
* Bratton, J. and Gold, J. (2012) Human Resource Management: Theory and Practice. 5th edn. Basingstoke: Palgrave MacMillan
* Heizer, J., Render, B. and Munson, C. (2017) Principles of Operations Management: Sustainability and Supply Chain Management. 10th edn. Harlow: Pearson

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