

Application Procedures and Practices Futures Human Resource Planning

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Abstract—The most effective element of human resource development and organization of their most valuable asset is of very high importance of the human resource planning and extension and improvement of the level of complexity on the other hand, the progress, the amazing growth of technology, communications, and changes in the period and the emergence of new current problems in the international community, planning methods based on predictions somewhat dumb enough to not seem unreasonable and meet the real needs of the micro and macro levels is not. The inability to accurately predict the future and the growing complexity of the changes made. The researchers took advantage of the capabilities and benefits of futures and fixed as it is necessary for planning and forecasting of scientific developments and the political, military, technology, consider. Future research into the human ability to imagine a future issue are considered and makes progress. Future studies, systematic process to identify opportunities and future needs, and to assist major organizations in making decisions, so future studies approach quickly spread among the communities and organizations and special place different areas of science, so in this article has been tried and tested techniques and methods of futures research and application of each of these methods in the field of human resource planning, which can be crucial in the development and promotion organization is explained and described.

Keywords— *future studies, planning, human resources.*

I. INTRODUCTION

Great advances in science and technology, accelerating the firm changes and organizations and dynamic environment that is constantly changing and innovation has produced (Babaei, 2009). Changes such surprise and blitz the way it can reach the smallest little attention to the high cost of strategic surprise in all spheres of political, economic, social, cultural and even run. In this atmosphere of change and instability hair full of uncertainties, only approach and policy that is more likelihood of success of future efforts to architecture.

However, these efforts have always been risk, however, was to accept the risk of frequency far wiser than watching the developments in the future. (Khazaiee, 2007: 3). In the current period as an important tool for dealing with future policy in economic, military, and social considered. Futures activity in perspective of changes in the field of science, technology and society pay. The aim is to identify promising technologies, application areas and to investigate the success of achievements with an emphasis on partnerships between various actors of the innovation system and species. The understanding in the face of unknown dangers assistance cravings and helps planners and scientists in various fields confidently plan. One of the factors affecting their organizations, external factors. Organizations and societies to changes in the external (political, technological, social, economic, etc.) are very sensitive to environmental changes somewhat depending on the success or failure of any organization, so communities are trying to monitor and survey changes environmental, logical interaction shown in today's competitive and maintain their competitive advantage. Thus, all societies are trying to learn a series of measures in the future of its activities, the most important achievement of the future, studies will be carried out several methods. Thus, today the long-term and strategic planning of future studies the efficiency and effectiveness do not have science without answers ball all the conditions of the future is not possible (Bdalsah and Khanjani, 2012). Futures on the discovery and analysis strategies, research and development organizations have a major role and take advantage of futures research organizations to generate knowledge and raise awareness about the future management environment, damage, challenges, opportunities and general will help build a better future and therefore mentioned in this article, different methods of futures and futures studies to planning applications for efficient and effective human resource dimension described.

Types of future:

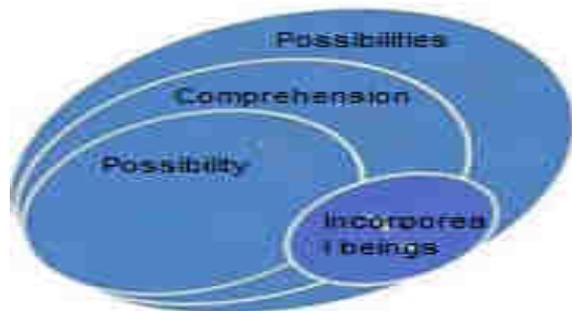


Fig.1: Image is designed for a variety of future

- Possible futures: all the possible scenarios of potential future research are described in the context of possible futures. The first circle is the largest circle in Figure 1, is called the circle of possibilities. This circle includes all what is beyond human imagination regardless of whether it is in compliance with what is now called reasonable or not.
- Credible futures: the second circle within the first circle is actually a part of it. The relatively small circle called sensible. In the circle of possible contradiction with the rules governing some of the systems and information on the political, economic, technical, etc. okay but as there is no contradiction between the content of this circle circular sense of the future on the one hand and the current understanding We have not accepted the rules and information available on the other. The future that are based on human knowledge and wisdom, are plausible and acceptable.
- Possible future: the future is possible and plausible, some coming from the possibility of higher and more acceptable are based on our knowledge and understanding; it is called probable future.
- Futures preferable or desirable: the last circle is called the circle of preferred futures. To understand its place in the circle of the desired future should recognize their values and know what's coming at us more or less desirable and beautiful.

What are Scholarships Futures?

Scholars and scientists have different definitions of futures see a few of those mentioned below
Future research efforts include the collection is analyzed using resources, models and agents of change or stability, potential to visualize the future and plan for the realization of pay (Mozaffari, 2009).As science, nothing has been completed and reviewed daily thoughts, futures also sighted process of scrutinizing future activities common sense and common sense, and taking advantage of the achievements of various sciences, in order to consolidate its foundation (Paya, 2005: 11).

II. HUMAN RESOURCE PLANNING

Planning is drawing to decide those of the past in the present in order to do what needs to be done in the future

or decide on the time for what the future will be done and who should do it. (ebrahimi nejad, Rafsanjani, 2007) The majority of scholars planning "a conscious process to solve problems and achieve the way to the changes in the social system is organized and monitored a series of operations according to the priorities in the future, to predict the." (Maassoumi , ashkori 2008, 15).

The need for human resource planning

HRP special priority to the development and promotion of the organization and the process by which the organization determines how many employees to eat their goals with the expertise and skills needed for the jobs program Manpower planning, we anticipate future needs and choose the correct personnel and optimum use of human resources staff, infrastructure Building the future of an organization will be a good foundation. Manpower planning in each of its dimensions contribute to the foundation of this building will be responsible. (Kazemi, 1997, 116) In general it can be concluded that in today's world and in today's organizations, not only with the management of human resources, the full realization of organizational goals is possible and to achieve the objectives, staffing, training, maintenance and use human resources effectively, it is necessary. Therefore, managers should be more sensitive and accurate than ever in this area, because in case of loss or lack of human resources to deal with human problems in any organization, there will be no growth and development in society. (riyazi nia, 2004).

The importance of human resource planning

Human resource planning in the organization is of utmost importance and priority, the main goal is that by taking the best interests of the individual and the organization's future human resource requirements and plans for the elimination of discrepancies obtaining. Human resource planning can reduce the costs of absenteeism, turnover of staff size, low productivity and a training program will be imposed on the organization fruitless. More specifically, it can be said that human resource planning, some key processes such as the following will facilitate within the organization (ABBASPOUR, 1382, 119).

The purpose of futures

Futures studies of various applications covering the range of objectives in this regard has been briefly mentioned some of them in the following:

- determine the direction and priorities
- Create a prospective intelligence (Nazmi, 2006: 87)
- Knowledge and understanding of new and emerging issues and how to handle or deal with them
- Long-term and short-term planning and the prevention of harmful consequences unforeseen events (Tawfik, 1998)
- identify their weaknesses, shortcomings, abilities, socio-economic needs, opportunities and threats

- Identify key technologies and common (Sajjadpour, 2006)
- direction of future technologies in order to achieve national goals and macro
- Accept and understand the importance of ideas, values and positive attitudes of the past and present to create and build the world's next premier
- creating systematic and logical approach to future developments that have a direct effect on people's lives (Lind, 1997)
- provide and generate information that will help decision-making process
- planning and development of mental forms-based fashion Futures
- Developing a vision for the future And access group to consensus. (Khazayi Vale, 2012).

Futures research methods and techniques

Studies of future generally to help people better understand the future possibilities for the present time, are better decisions. These methods are designed with the assumption that lack of certainty is reduced as much as possible. These methods will help people face the uncertainty of what is known or knowable and the mother of possibilities and optimum express mode (Moradi pour and Norouzian, 1384. In future studies and research on its extensive set of research methods will be used to continue to enjoy a number of these techniques and methods mentioned.

Modeling agent

Agent-based modeling, according to scientists, decision-making system as a set of independent identities in the name of the operating model. Any assessment of its position and will make a decision based on a set of rules. (Gordon, 2009, 1) The use of this method is very common, for example, you can use this method to simulate emotional behavior crowded environments, including traffic flow and customer management, market modeling and the organization, etc. .

Models of decision-making:

Modeling the decision is an attempt to replicate the actual behavior of human decision making, based on specific criteria and assess how to meet the criteria set by the seller of the decision (Future Group International, 2009, 1). Modeling decided to analyze the decisions that have been taken or are under investigation and are very useful for the spread of market research and strategic planning is used

Watch future

Monitoring in general is under the supervision of a particular field with the aim of identifying challenges and future opportunities in the field. Watch the next addition to the issues in the vicinity when the thoughts of (paradigms) are present, also played. Watch especially for early identification of key areas for deep mining scenario

or the preparation of a road map for their next and very useful approach.

Delphi

Delphi type of consultation involves several steps. The first step is to determine the next title possible, probable and preferable to be checked, prepared a questionnaire as a tool to collect the data, select the relevant experts, the preliminary assessment of the vote, preliminary organization of data, feedback round the first specialist assessment again after knowing the views of the respondents of a survey preliminary findings, analysis, interpretation and final report Needed (Gordon, 2009, 4).

Road map

Road map, determine the steps should be taken to the desire for a goal. There is a wide range of road map. Roadmap to speculation in various crops may help in the future, and at the same time a key part of the science that is needed to create these products, it is also clear. This is especially necessary to determine the list of measures that must be fulfilled for the emergence of a new technology, very useful.

After watching

If the future three possible future, feasible and desirable division, so it will be reviewed in the third category of Futures Studies. These types of futures are less used, but in recent years due to the implementation of this method in issues related to sustainable development have become more popular (Kvist, 2007). the review begins by imagining a desirable future and then determine the next steps necessary to increase the chances of achieving it continues.

Visualization

this method is one of the most important methods for future study. In general, a visual process of trying to source of pleasure and illness in the past and now people recognize and alter current assumptions. According to one of the future scientists of the process of visual imagery as realistic as possible to achieve the objectives of the future. (Moradi pour Norouzian, 2005).

III. MODELING

Statistical modeling encompasses mathematics and numerical prediction models based on. This is the method of time series analysis and model simulation. The method assumes that all of the information needed to predict the historical data (Pasyuly, 2009, 2). Application of this method in the future review of the system and also where an understanding of factors affecting the system changes over time.

Participatory methods:

Participation can include a group in the region, faces-to-face meetings, or conferences is by electronic communication. Results of participatory methods of classification are used frequently normative analysis.

Many believe that the participation in the decision-making process, it determines the level of public acceptance. In a classification based on the size and location of participating partners can be divided into participatory methods (Moradi pour Norouzian, 2005).

Swirl pattern:

This model is similar to trend analysis. Many phenomena serve on a rotating basis. The best known example of this type of business cycle in which the recovery occurs. The cycle of futurists in this regard can be life cycles, historical and generational cycles mentioned (Moradi pour Norouzian, 2005).

Roadmap:

Science or technology roadmap, the way in which the movement from start point to final destination is explained. As a highway intersection points between the roads shows together, the points of intersection between science or technology roadmap shows. (Gordon, 2009, 1).

Text Mining:

Text access can be considered as a content analysis. The method originated in the era of information and resources, science and technology processor is (Porter, 2009, 1). This technology strategic analysis of opportunities in the United States in the realm of the material was used.

View:

Landscape, compelling picture of the desired future that individuals or groups of tens highest ideals and the language clear, convincing and create strong it is. Landscape in a way that they use multiple futures rooted. (Bzvd et al., 2009, 3) landscape is the image of the future that we are committed to creating it. Unlike the scenario that shows what's going to happen prospect of force to shape the future. For perspective, a strong force must be legitimate, and reflect the shared aspirations of people.

Simulation

In this approach, such as computer games, a trustee of the issue will be asked to cast himself as a default scenario and decide on its response. Thus, this approach is a good way for policy makers to influence how your current policies for the future, and the effectiveness of these policies in the long term, simulate. It is an attempt to adopt certain variables from reality in some areas and create a computer model in which the interaction of these variables with the futurist can see each other in time. (Moradi pour Norouzian, 2005).

The need for future studies in human resource planning

Rapid and dramatic changes in various spheres of economic, political, social, and environmental technologies, the uncertainty and increase the risk of difficulties and obstacles faced by decision makers at the macro level to make appropriate decisions in the areas of strategic and operational. Readiness to deal with the risky

and expensive, sometimes difficult to compensate for the time and economic losses arising from it is even impossible. Among the most important and most efficient means of making long-term strategies and macroeconomic policies to achieve political objectives - economic, social welfare and stability and optimal level of technology has become. (Khazayi and divine, 2012), communities, governments and organizations, recognizing that a variety of programming, especially in terms of human resources as a successful long-term plan will be accompanied by recognition of the right and enough of the future, set out to create units or future research centers and to achieve the needs and identification of shortcomings and utilizing the potential power and potential and provide convenient way to identify the goals and interests. Therefore, currently grant future activities in different parts of the world and every day expanded the scope and dimensions of these activities will be added to elements involved in this process, a key player in the process of creating a macro perspective, have become part of the organization.

IV. CONCLUSION

As we have seen, futures, a process of systematic, targeted, long-term partnerships that the medium-term outlooks for the purpose of efficient decisions, helpful, reasonably explain. The effects and benefits of future studies can determine the direction; identify new trends, adaptation objectives or needs identification, protection and promotion decisions and policies consistent with the priorities of stakeholders, improving communications and interactions and the short answer to the need of the hour. In addition to the policy rationale for the management of each country considered. Futures substrates necessary for providing the premises and essential component of planning, decision-making and the formulation of long-term and medium-term strategies to provide collections. Futures is a tool that tries a new approach encompassing the social, political, technological, technology, economics, cycle and scientific process design good for society at large. Hence, future studies can be part of the planning process for the future of every society is considered desirable that the calculation of the requirements and demands of the modern world, the path of development and progress of society by utilizing scientific process pave. With all these interpretations, future research activities, alone, to achieve desirable outcomes ideas on not guarantee, but if it is not properly implement its principles and neglect to carry out a systematic, scientific and comprehensive, futures activity could underlie irreparable harm and damage to a society which is intended to compensate for lost time and economic losses it simply is not possible. Therefore, study and perform actions based on the facts as an

integral undergraduate and futures can be a great help in planning and human resources in the field to act as wheels.

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