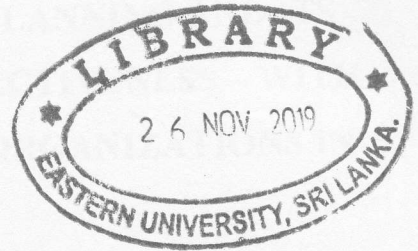


**ANALYSIS OF HUMAN RESOURCE PLANNING AND ITS  
EFFECT ON ORGANIZATIONAL EFFECTIVENESS – WITH  
SPECIAL REFERENCE OF FORMAL ORGANIZATIONS IN  
BATTICALOA**



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## ABSTRACT

Human resource planning is a long lasting process organized in a way that properly employs the human resource of the organization. Therefore, the aim to conduct this study is to identify the effect of human resource planning dimensions on organizational effectiveness in banks in Batticaloa. There are two variables used in this study which are human resource planning dimensions (independent variables) and organizational effectiveness (dependent variable). Human resource planning dimensions are human resource demand forecasting, human resource supply forecasting, human resource strategic actions, human resource planning implementation and human resource planning monitoring and evaluation.

This study is mainly considers primary data. The primary data were collected through closed structure questionnaire from 120 bank managers who are working banks in Batticaloa. The collected data was analyzed by using univariate, correlation, and regression analysis.

Based on the findings of the study, it concludes that human resource planning dimensions and organizational effectiveness have high level in banks in Batticaloa. The findings also revealed that human resource planning dimensions are positive relationship with organizational effectiveness. A dimension of human resource supply forecasting has the highest impact on organizational effectiveness.

Consequently, these research findings have provided some useful insight and feedback to human resource departments and managers to improve and understanding of importance of human resource planning for their organizational effectiveness.

**Key words:** Human Resource Planning Dimensions, Organizational Effectiveness and Banking Sector.

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