

## **IMPACT OF DEMAND AND SUPPLY CIRCLE OF HUMAN IN HUMAN RESOURCE**



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## **Abstract**

Demand is the process of estimating the numbers of people required and the likely skills and competences they will need. We can say that demand of resources is a challenge for HR across the world. Companies has to face challenges of attracting and retaining the suitable resource for organization development Supply is number of people likely to be available from within and outside of the organization having allowed for absenteeism, internal movement and promotions, wastage and changes in hours and the conditions of work.

This forecast is a process of ascertaining required future demand of skilled people resources required as per projected capacity for business need (Sukhdeep Kaur, 2019)

Planning also involves job analysis, which consists of the preparation of job descriptions and job specifications. Planning is one of the most important element for an organizations to get the exact flow of demand and supply. The human resource management practice is being changed in telecommunication sector a lot as in Pakistan telecommunication sector are margining together for better development of the organization.

Telecom sector in Pakistan includes the federal structure of work the employees are very much outfitted with modern techniques of working on computers. Human resource of planning is considered as the primary debate among the policy makers that to invest in workforce will bring them good result in terms of performance. The significant tools of human resource planning like selection, training, benefits/incentives, and employee promotion makes HR of telecom companies more strong than any other sector in Pakistan.

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