

Role of Mathematical Model of Human Resource Allocation in Organization

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Abstract: Programming is one of the main principles in management. Programming is the base of procedural and managerial principle that organizations combine and incorporate all their activities and efforts about desired purposes, the way to reach it and how going through the way and achievement to organizational results is its performance purpose. Therefore, management must have an appropriate programming for all its under control resource. One of these resources taken into account strategic resource for organization is human resource that is important and associate to strategic issue component. Human resource programming is a part of overall organization programming and its purpose is recognition and supply of needed personnel regarding future changes. Human resource programming helps organization to estimate organizational and environmental changes relevance to its activities with minimum costs. Indeed, human resource programming considers human needs in two quantitative and qualitative respects that mean it answers two basic questions: how many persons? And what type of personnel? At the same time, human resource programming considers more extensive issue related to employment methods and personnel developments for enhancement of organization effectiveness and for this reason it plays an important role in human resource management. Our purpose in this research is a model presentation for human resource allocation in Finance and Economy Affairs Organization in Ardakan Township via linear programming using obtained information from mentioned organization including number of organizational units, persons classifying in different parts of organization, employee's mean received salary, ordinary employee's education cost and maximum allocation salary and employee's period budget. Operational research software (QM) has been used for model results achievement.

Key Words: *human resource programming, Operational research, Strategic resource*

Since today Human resource is the most valuable production agent and the most important capital of each organization and productive main resource of competitive advantage and creator of basic abilities of each organization, so one of the main organizational programmings is human resource programming. Important factor for human resource programming existence is programming for achievement to skill and educational needs and finally human resource enhancement. Workers welfare revolution started at the end of 1800, informed employers regarding this fact that it must be attended to employee's welfare affairs. This tough manner was caused job under the name of employee's welfare affairs responsible is made. This job that taken into account beginning of personnel management profession, took responsibility for cultural, dwelling, hygiene, treatment, education and employee's exercise and diversion requirements and usually persons who were chosen as welfare affairs responsible that they had record of service in charity and public welfare institution (Ganji and Akhavan,2011). Modern personnel programming was used in

critical states or resource and skills shortage from 1940 to allocate activities to employees and job structure development and first interpretation of human resource programming was that it is subject to participation programming with two purposes of guarantee of present personnel appropriate use and needs preparation of future employees in term of their abilities, talents, number and age but regarding rapid changes caused in world because of technology development, human resource role and place also was influenced by rapid changes. Mentioned orientation was criticized by Edward in 1984. He believed that human resource analysis must be influenced the participation strategy. So, different authors defined human resource programming corresponds to philosophic frames and their special orientations (Abbaspour and sahraei, 2010). In this research, we have tried using linear programming to present a model for supply and application of human resource in different units of an organization so that allocated cost and budget was considered for each unit. Research Performing Stages Figure 1 shows the procedure

of the present research. 1-Nature and importance of human resource programming 2- Human resource programming methods 3- Previous research in human resource programming 4- Information collection 5- Data analysis and model optimization 6- Model running by software 7- Conclusion and suggestion

Nature and importance of human resource programming

In recent years, human resource programming has been considered as a tool that can directly join the purposes and strategic of the organization to human resource goals and programs. The first and simplest definition belonged to Melikog and Mahoti (1979) believed “human resource programming predicts employee’s future supply and demand organized(Ganji and Akhavan, 2011). Abbaspour(2012) considers human resource programming as prediction of organization needs from human resource and stage by stage programmings viewpoint that must be covered to those needs. Human resource programming permits to human resource operation to influence efficiency of organization (Abbaspour, 2012). The most efficient way achievement to competitive advantage in the present circumstance is that organization employees be more efficient via enhancement of them and what has importance in human resource development direction doesn’t achieve only with technical educations but it must be turned to personnel development and this important matter is not possible unless with strategic management in human resource management realm (Talebian, 2012). Achievement to organization to organization purposes needs a complete and comprehensive planning and programming that all their needs and resource supply will be predicted at least. It is obvious that programming in each of these affairs without needed human resource prediction and its supply, training and distribution correct way will not succeed. With human resource programming interim personnel future needs prediction,

optimum use of present human resource and correct selection of personnel as well as future foundation of organization will be well programmed (Ganji and Akhavan, 2011). Human resource programming includes orderly predictions about amount of future needed human resource and its special manner of supply so that organization estimates number of its needed human resource regarding those predictions and in direction of demand replying, supply needed persons via inter or intra supply and lay the foundation of successful organization via optimum use of present personnel and correct selection of future personnel (Abbaspour and Rezvani, 2010). Research importance is in the way of that it enables organization to estimate its number of needed human resource and to know shortages of human resource in each levels and to take required actions for replacement and appropriate tact adoption for increasing of human resource in a predictable future.

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