

## STATUS OF HUMAN RESOURCE PLANNING AT LAMKICHUHA MUNICIPALITY IN KAILALI OF NEPAL

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### ABSTRACT

*Human resource is highly sensitive and vital of all the other researches in the organizations. The planning of human resource includes recruitment, selection, transformation, promotion and retirement. In gist human resource planning includes pre R to post R. the management of workers in the organization is guided by various theories and it is highly complex in the organization. Lamkichuha Municipality is just practicing human resource planning which is in the initial stage of practicing. The human resource planning is slow and influenced by various factors in the local level of Nepal. The results of the study reveal that most of the Lamkichuha Municipality (LCM) employees do not have in-depth knowledge on human resource planning, thus it is not well practices by the senior officers. The study concludes with the organization being proactive in recruiting and retaining employees and recommendation for LCM towards in effective human resource planning for the organization.*

**KEYWORDS:** *Personnel Inventory, Forecasting, Manpower Shortages.*

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