

???????????????????? (Workforce Planning)
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???????? 1: Workforce Planning (????????????????????)

1.1 ?????????????????????

???????? 1: ????????????????????? (Current State Analysis)

- ?????????????:
- ????????????????????? (Headcount)
- ????????????????????? (Age Pyramid)
- ????????????????????? (Turnover Rate)
- ????????????????????? (Current Skills & Competencies)

???????? 2: ????????????????????? (Future Demand Forecasting)

- ?????????????????????:
- ????????? 3-5 ??
- ?????????????/????????????
- ?????????????????????????????????

???????? 3: ????????????????????? (Gap Analysis)

- ?????: ????????????????????? – ????????????? = ?????????
- ?????????????????:
- ????????????????????? (Quantitative Gap)
- ????????????????????? (Qualitative Gap)

???????? 4: ????????????????????? (Action Plan)

- ?????????????????:
- ????????? (Recruitment)
- ????????? (Training)
- ????????????????? (Leadership Development)
- ??? Outsource

???????? 5: ????????????????????? (Monitoring & Evaluation)

- ?????????????????????????????
- ?????????????????????

???????? 2: Job Analysis (????????????????)

???????????????? systematic ?????????????????????

2.1 ?????????????????

