

The paper "Only Fools Would Attempt Long Term Human Resource Planning" is a perfect example of an essay on human resources. It is only fools who attempt to do long term human resource planning. Our world has seen the growth of theories on planning for human resources and tremendous acceptance of almost these, which pretend to be answers to the plethora of learning behavior at the workplace. If these were good as they claim then why have we witnessed many big companies of the world go through problems. If the knowledge resources at their disposal were as good as they claim then we would not be discussing problems of long term planning. This is a new area generating interest and attention from serious managers around the world ranging from presidents using advanced human resource advisers for their state house personnel. This trickles all the way down to the illiterate sole proprietors who run small businesses. Human resource knowledge practitioners are scattered all round the world with various number of employees where learning theories are proofed wrong and foolish day in day out. These make the bulk of the world human resources planning answers if there are any. They do not plan for long term yet their businesses succeed in very remote lands of the planet. It is therefore foolish to attempt any long-term human resource planning at all. (Armstrong M, 2006.P.366) Human resources Knowledge Management Complexity and simplicity makes it attract the attention of everyone as it gives vent to the great potential of managers and academicians who want to contribute to help the world by giving ideas to each other to encourage hope in their skills. Therefore no one would accept the real foolishness in planning for long-term human resource management. This is due to the changing nature and dynamism of employees. Organizations can never learn they are as strong as their best employees are yet these employees are not company property. They are human beings who are not machines and are not programmable like computers in the name of learning or training to save the company from corporate death. The world markets are changing in the minute and every second. It dictates one investor deciding where to put their money which company to invest will not be due to human resource planning but on the bottom line profits. This explains why today many employers want the contracted employees so that performance is the only criteria of staying in the job. Human resource is a dynamic profession, which will continue to attract the managers and the best brains in government and biggest companies in world stage. Many entrepreneurs spend their time thinking on long term; lining up but this does not translate to increase the wealth of knowledge in this area. To be skeptical is the only best way to manage human resources. It is not wise to think of the far future when there is no guarantee of survival of the enterprise in the short term. With the world economic depression, terrorism, and many global disasters many business people have focused keen attention on day to day indicators of their human resources and labor has become expensive with each passing day. Employees are never the angels and saviors of business but a big liability to the same. We should balance this liability with its performance and this means plan for performance and not for employees. They do not work because they love their bosses, they only love the money once a company is not able to pay salaries then we can forget about long term and salaries are never in the long term as practical as we want to be. Salaries are always in the monthly payments in arrears and even commissions. This is about dynamism of human resources that why they are human beings in the past place and we cannot be sure to plan for the lives of others for long term since companies have only contractual relations and there is no obligations to keep the same employees in the long term. It is really foolish. (Brahman J.1994. p.108) This new trend of skeptical employers has improved the understanding of human resource development professionals in this area and confirmed that there is no laboratory where employees can be set and predictions of their future performances made. They grow every year and ever into the mainstream society to do job pools searching for application in real-time all over the planet. It is the best exchange of learning theory which his revolutionary ideas of our world towards human resources liberation of companies to a better future as human resource is the world most under utilized occupation today ranging from consultants to full pledged outsourcing.