

# Impact of Human Resource Planning on Organisational Performance in Colleges of Education in Oyo State, Nigeria

saheed Oyeniran<sup>1\*</sup>, yusuff Ridwan Olabisi<sup>2</sup>, adedokun Adedolapo  
Oluwadamilare<sup>1</sup>, abdulazeez A. Showunmi<sup>1</sup>

<sup>1</sup>Department of Educational Management, University of Ilorin, Nigeria

<sup>2</sup>Department of Sociology, Faculty of Social Sciences, University of Ilorin, Nigeria

## Abstract

The study inspected the impact of human resource planning on organisational performance in Colleges of Education in Oyo State, Nigeria. The study used a descriptive research design of correlation type and a sample of 384 academic staff were selected using stratified random sampling technique. Two questionnaires titled “Human Resource Planning Questionnaire” (HRPQ) and Organisational Performance Questionnaire (OPQ) were used to collect data from the respondents. The reliability coefficients for HRPQ and OPQ were found to be 0.84 and 0.83 respectively. Three research questions were raised while four research hypotheses were formulated to guide the study. Descriptive statistic was used to answer the research questions while Partial Least Square Equation Modeling (PLS-SEM) via Smart PLS 4.3.2. was used to test the hypotheses formulated at .05 level of significance. The findings of the study indicated that: Human resource planning in the Colleges of Education in Oyo State was high (Grand median value of 3.7). Organisational performance in the Colleges of Education in Oyo State was high (Grand median value of 3.9). There was significant relationship between human resource planning and organisational performance in Colleges of Education in Oyo State ( $\beta= 0.74$ ,  $t = 28.88$ ,  $p < 0.05$ ). The study concludes that effective human resource planning greatly enhances the organizational performance of Colleges of Education, contributing to the achievement of educational objectives. It recommends, that sustaining high organizational performance by ensuring an adequate number of qualified staff to meet the rising student enrollment in Colleges of Education across the State.

**Keywords:** Human resource planning, organizational performance, higher education, student enrollment.