

Human resource is undoubtedly the most precious asset of an organization. In the modern era, this business function is bringing ever increasing returns to the firms. Among the hot pursuits of reaching the International standards, human resource management is at the top priority.

The purpose of this research is to analyze the importance of strategic human resource planning in ISO certified companies of the paper and board manufacturing industry of Pakistan. Among all the organizations, two are found to be worthwhile for this study. It is a descriptive research that turns out the impact of strategic human resource planning on performance indicators such as sales, production, material consumed, gross profit margin, employee remuneration and paid-up capital. The data of the companies was taken from their annual reports.

The findings suggest that there exists a strong association between the two variables i.e. strategic human resource planning brings a positive impact on organizational performance. Companies have been seen to improve performance in the analysis of past five years. Human resource planning is being embedded as a core competency in the extravaganzas of the organizations.

It is forecast that if the entire economic sector utilizes the human resource optimally, the improvement in the performance shall be much more superior in the coming years. This research will be helpful in giving the chance on the debate of strategic human resource planning in the stated economic sector.