

A STUDY ON MAN POWER PLANNING AND ITS EFFECTIVENESS, BANGALORE

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ABSTRACT

This study anchored on impact of manpower planning challenges on organizational performance, a study of Chukwuemeka Odumekwu Ojukwu University and Federal Polytechnic Oko Anambra State. The specific objectives of the study were to; ascertain the impact of planning on the survival of selected tertiary institutions in Anambra State, evaluate the effect of employee training on the performance of selected tertiary institutions in Anambra State, examine the impact of employee recruitment and selection on the growth of selected tertiary institutions in Anambra State and investigate the challenges mitigating against manpower planning facing in the selected tertiary institutions in Anambra State.

Keywords: Human Resource, Electrical,

1. INTRODUCTION

Human resource management is the process that determines the manpower requirements and how to meet those demands in order to carry out the integrated plan of the organization. "Human resource planning is a set up approach to conducting staff work preparation in organize to provide an adequate number of properly educated and empowered personnel who can fulfill the roles and duties required to gather the organizational goals and meet the specific requirements and expectations of organizational members.

2. REVIEW OF THE LITERATURE

Rebecca Randell (2023): Effective workforce strategic planning for integrated and co-ordinated wellbeing and social services is essential if future services are to be resourced such that skill mix, clinical practice and productivity meet population health and social services needs in timely, safe and accessible ways globally. This review presents international literature to illustrate how Strategic staffing Planning has been carried out successfully performed in social and health services around the world with examples of planning frameworks, models and modelling approaches.

Chandrani Bhattacharya (2023): To develop sustainable human resource planning (HRP) methods for hospitals being built in India's Tier 2/3 cities. The goal of The purpose of this study is to determine strategic problems that hospitals at Tier 2/3 cities confront. To link HRP/workforce planning with the hospital's departmental strategic/business planning in the given context. To resolve the difficulties of future health-care workers in Tier 2/3 cities.

James Gitari(2023): Globally, information systems have revolutionized various sectors of the economy, and their significance is particularly pronounced in developed countries. Human Resource Management subsystem has emerged as a time-saving and cost-effective solution in managing Human capital. The study's goal is to determine whether present is a major connection between the implementation of Human Resource Planning subsystems and the performance of listed companies at NSE.

Matthias Sander (2023): The Human resources (HR) planning of internationally operating companies includes headcount planning, the advancement of staffing strategies, the design of remuneration systems and the planning of foreign assignments. Within headcount planning, the company must determine its manpower needs in the individual international locations in terms of quality, quantity, and time.

3. OBJECTIVES OF THE STUDY

- ❖ Assessment of Current Workforce Composition and Skills.
- ❖ Forecasting Future Workforce Needs.
- ❖ Impact of Technological Advancements on Workforce Demands.
- ❖ Adaptation to External Factors in Human Resource Planning.

4. SCOPE OF THE STUDY

The breadth of the research on manpower planning at Havells encompasses a comprehensive examination of the organization's workforce management practices. It involves analysing the current composition of the workforce in relation to roles and skills, evaluating the accuracy of past workforce forecasts, investigating the impact of technological advancements and industry trends on workforce demands, assessing the alignment of manpower planning with Havells' strategic goals, exploring talent development and retention strategies, studying the organization's adaptability to external factors and rapid changes, examining the application of technology and tools for workforce analysis, evaluating communication and collaboration between departments, and understanding the effect of the COVID-19 pandemic on Strategies for workforce planning.

5. LIMITATIONS

Sample Size and Representativeness: If the study's sample size is too small or not representative of the entire organization, the findings may not be applicable to the entire workforce at Havells.

Data Quality: The accuracy and the dependability of the data obtained for the study could have an effect on the validity of the conclusions drawn.

Timeframe: The study's timeframe can't include all relevant information factors that could influence manpower planning, such as seasonal variations or long-term trends.

External Factors: Economic conditions, industry trends, and regulatory changes can have a substantial influence on workforce planning. If these elements are not effectively addressed, the study's recommendations may not be realistic.

Analysis:

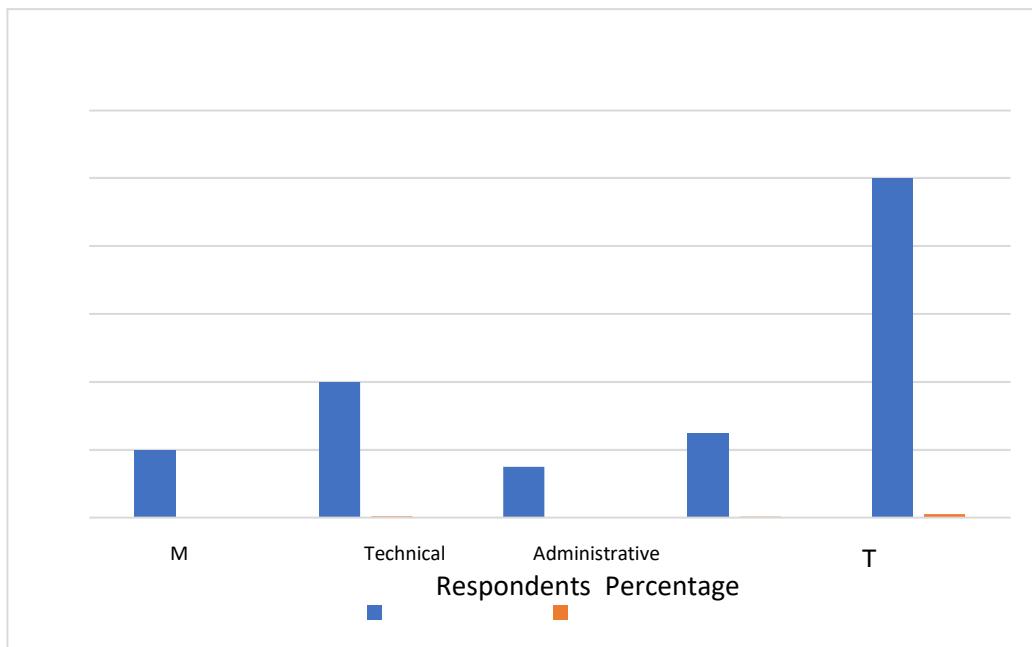
According to the table current job role in the organization:

Table.1

Particulars	Respondents	Percentage
Managerial	20	20%
Technical	40	40%
Administrative	15	15%
Associates	25	25%
Total	100	100%

Analysis: By seeing the above table, we can conclude that Approximately 20% of them come from managerial roles, 40% among them Technical, 15% among them Administrative and 25% of them associates.

Graph showing current job role in the organization:



Interpretation:

By seeing the above graph, we can conclude the vast majority of respondent's role is a technical.

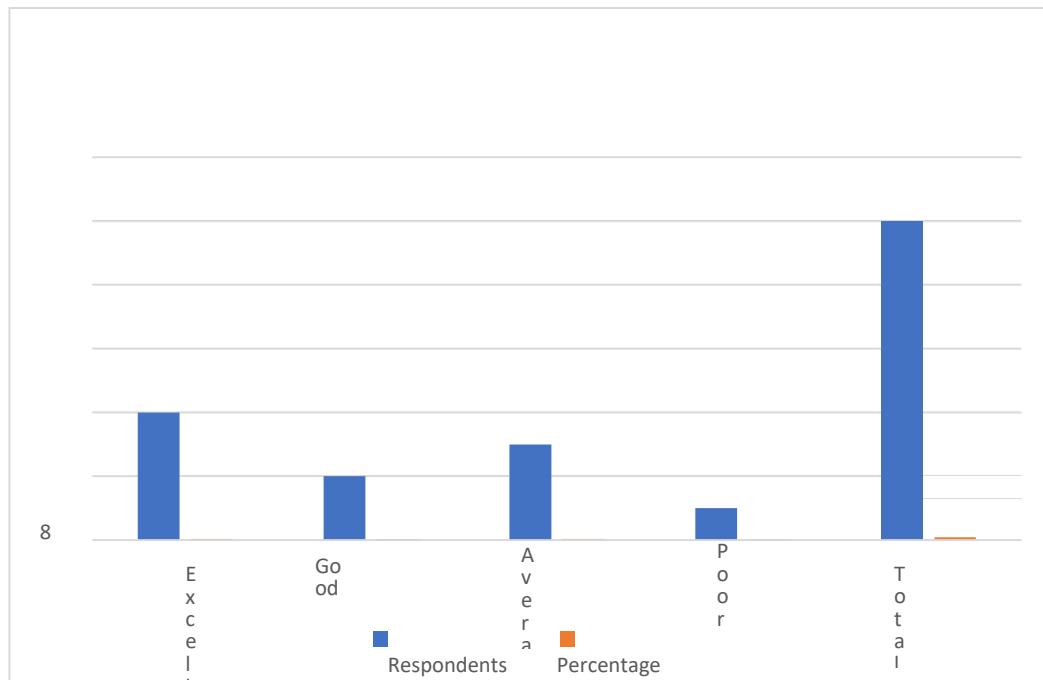
Table.2. demonstrates that How do you evaluate your ability in the required skills for your role?

Particulars	Respondents	Percentage
Excellent	40	40%
Good	20	20%
Average	30	30%
Poor	10	10%
Total	100	100 %

ANALYSIS:

We may see from the dining table above that conclude that 40% of them says excellent, 20% of them says Good, 30% of them says Average with 10% of them says Poor.

The graph depicts how would you **rate your proficiency in the required skills for your role?**



Interpretation:

By seeing this chart, We might deduce although the majority of those polled says that excellent in their proficiency in the required skills for your role.

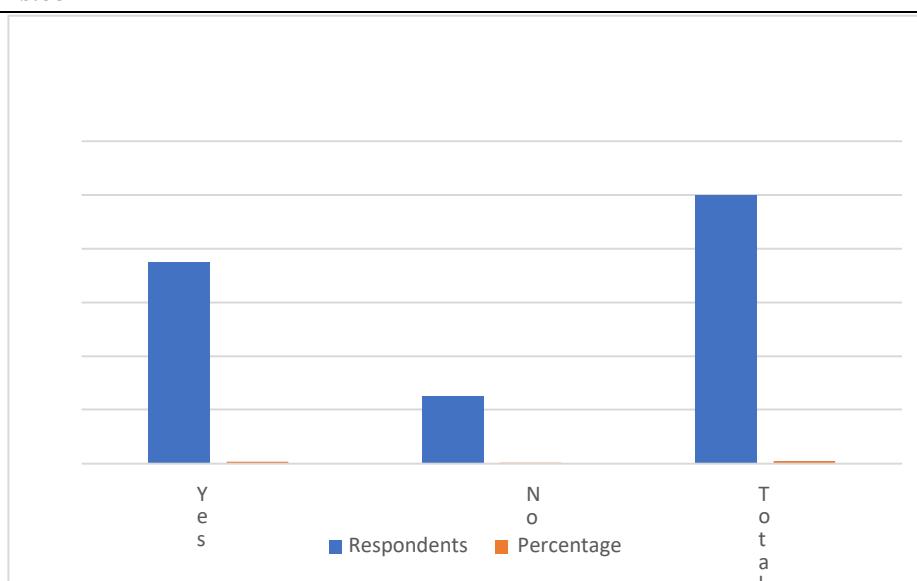
Table.3. shows Do you think your existing abilities are adequate align well with your job responsibilities?

Particulars	Respondents	Percentage
Yes	75	75%
No	25	25%
Total	100	100%

ANALYSIS:

According to We may observe from the preceding table that 100 respondents 75% of them says Yes, they believe current skills align well with their job responsibilities and 25% of them says No.

According to the graph, do you believe your current skills align well with your job responsibilities



Interpretation:

By Seeing the above chart, we can conclude that the vast majority of employees says Yes, they believe current skills align well with their job responsibilities.

6. FINDINGS

- ❖ The vast majority of respondent's role is a technical.
- ❖ The vast majority of responses says that excellent in their proficiency in therequired skills for your role.
- ❖ The vast bulk of employees says Yes, they believe current skills align wellwith their job responsibilities.
- ❖ The vast bulk of employees says Yes, we have received trainings in the pastyear to enhance our skills for our current role.

7. SUGGESTIONS

- ❖ New technology must be utilized in the production tasks which will boost productivity as well as time. Employees themselves are asking for the automation for the production.
- ❖ Organisation must motivate the workers to grow in their career and has to organise a Certain participants in the program to help them improve skills.
- ❖ Organisation must maintain the transparency in the manpower planning during the external factors impact.
- ❖ Organisation must think on the employees when There is one inflation inthe external market in order for the personnel won't feel stressed or imbalance in the work-life balance.

8. CONCLUSION

In conclusion, the research on Manpower Planning at Havells has provided useful insights about numerous aspects of the organization's workforce management strategies. The current situation evaluation workforce composition and skills revealed the diversity of roles within the organization, with a choice of skills and proficiencies exhibited across different job roles. This indicates the want for targeted training and development initiatives to bridge skill gaps and enhance overall productivity.

9. REFERENCE

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