

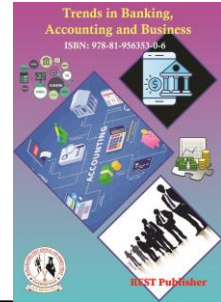


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A Study on Humana Resource Planning with Referces to Shri Devaraj Granites Privete Limited at Hosur

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Abstract: Human Resource (HR) planning is a critical strategic process that ensures an organization has the right number of employees with the appropriate skills to meet its goals and objectives. It involves the systematic analysis of current workforce capabilities, forecasting future HR needs, and developing strategies to bridge any gaps. Key components of HR planning include workforce analysis, which evaluates the existing workforce's strengths and weaknesses; succession planning, which prepares for future leadership needs; and talent management, which encompasses the recruitment, development, and retention of employees. Additionally, skills gap analysis identifies discrepancies between current skills and those required in the future, while forecasting anticipates future HR demands based on business trends and economic conditions.

Keywords: Workforce Analysis, Succession Planning, Talent Management, Strategic HRM, Job Design

1. INTRODUCTION

Human resource planning (HRP) is the continuous process of systematic planning ahead to achieve optimum use of an organization's most valuable asset quality employees. Human resources planning ensure the best fit between employees and jobs while avoiding manpower shortages or surpluses. There are four key steps to the HRP process. They include analyzing present labour supply, forecasting labour demand, balancing projected labour demand with supply, and supporting organizational goals. HRP is an important investment for any business as it allows companies to remain both productive and profitable.

2. OBJECTIVES OF STUDY

To find out whether there is HR Planning in the organization.

To study the proper assessment of human resources needs in future.

To facilitate the realization of the organization's objectives by providing right number and types of personnel

To determine the future skill requirements of the organization

Providing a better view of HR dimensions to top management

The firm should be create a highly talented workforce in the organization

3. SCOPE OF THE STUDY

The scope of the study analyses to monitor and measure performance against the plan and keep the top management informed about the company. To assist, counsel and pressurize the operating management to plan and establish objectives To collect and summaries data in total organization terms and to ensure consistency with long - range objectives and other elements of the total business plan. To provide the research necessary for effective manpower and organizational planning

4. LITERATURE REVIEW

Venkatraman & Ramanujam (2020) mentioned about the different measurement of performance along with their merits and demerits. When it comes to measuring recruitment and selection impact on business performance, again lot of work is done where performance indicators were life span, profits, sales volumes, expansion, market share, employee productivity, turnover rate and employee satisfaction, but justification of why these performance indicators were used was missing.

Stoops,(2020) is the one that provides information to the competent candidate; which create a positive image of the organization; enough information for candidate compatibility with the profile; should inform competent individuals about employment opportunities, create a positive image of the company, provide enough information about the job and make him apply for the organization. The recruitment policy and the processes of the organization must be effective enough to get in touch with the prospects and make them apply.

Edwards and Pearce (2021) “Human resource planning is particularly important for emerging, rapid-growth and high-tech business. Mature business in need of new products, services, markets, acquisitions or divestitures must also plan to identify, attract or reallocate the talent necessary for revitalization and continued competition”. For satisfying training and career development needs of employees and fulfilling organizational demands, succession planning and organization development occupy an important role.

Bulla and Scott (2021) human resource planning are a process for ensuring that the human resource requirements of the organization are identified and plans are made for satisfying those requirements. He outlined that human resource planning is the process of collecting and using information on the base of which it can be discussed as the number of resources spent on personnel activities. He advocated that human resource planning is the entry point of human resource management concerned with the determination of human resource requirements, job analysis, recruitment, selection and socialization.

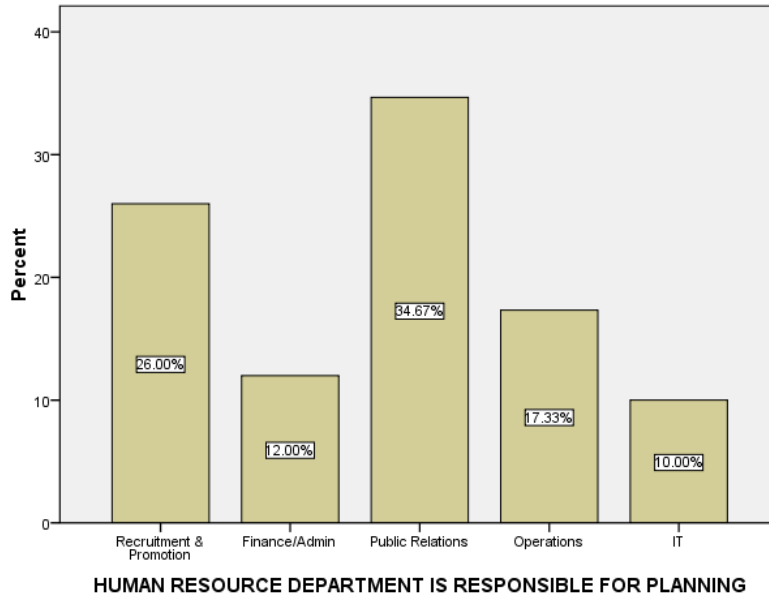
5. RESEARCH METHODOLOGY

Research methodology is a way to systematically solve research problem. Research methodology is understood as a source of the study how to research is done scientifically. The various steps adopted by a researcher in studying the research problem along with the logic.

6. DATA ANALYSIS

PERCENTAGE ANALYSIS

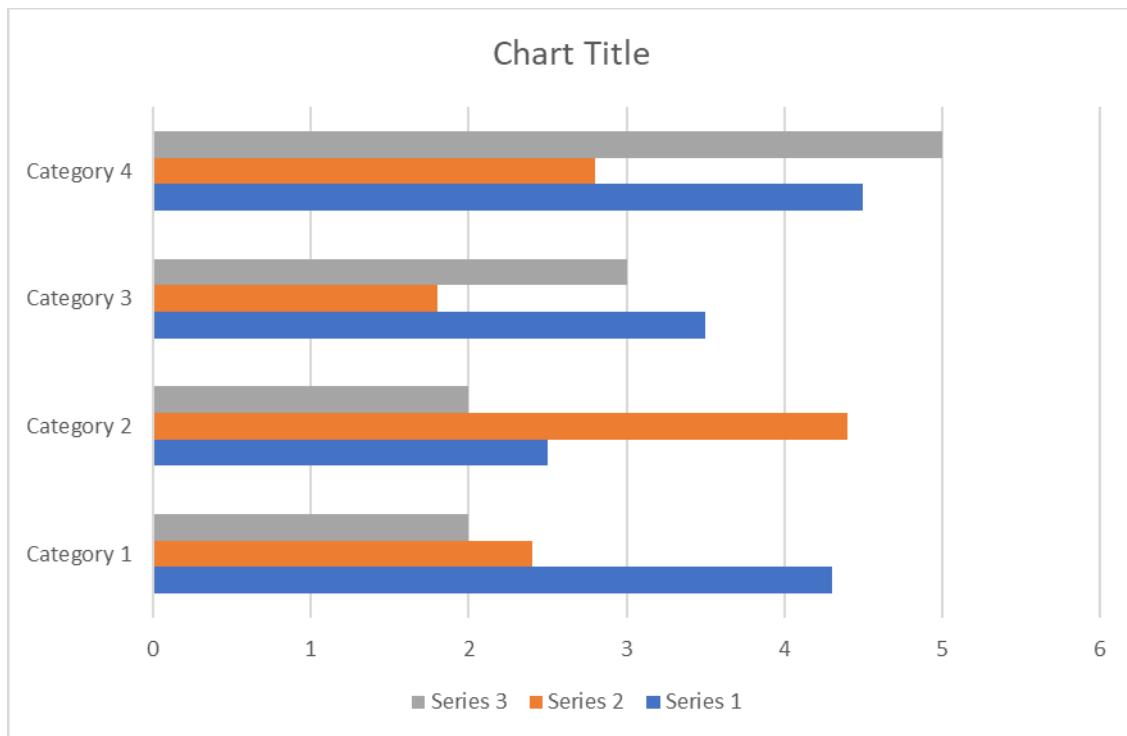
RESPONSIBILITY	NO. OF RESPONDENTS	PERCENTAGE (%)
Recruitment & Promotion	39	26.0%
Finance/Admin	18	12.0%
Public Relations	52	34.7%
Operations	26	17.3%
IT	15	10.0%
Total	150	100.0%



CHI-SQUARE TEST

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.942E2 ^a	12	.000
Likelihood Ratio	369.543	12	.000
Linear-by-Linear Association	139.002	1	.000
N of Valid Cases	150		

a. 3 cells (15.0%) have expected count less than 5. The minimum expected count is 4.67.



7. FINDINGS

1. Majority 52.0% of the respondents are male
2. Majority 44.7% of the respondents are in the age group of 18 – 30 years.
3. Majority 52.0% of the respondents are married.
4. Majority 32.0% of the respondents are completed degree qualification
5. Majority 26.0% of the respondents are work under finance/admin department.
6. Majority 29.3% of the respondents are experienced in 1 – 5 years.
7. Majority 35.3% of the respondents said company follow counseling process.
8. Majority 28.0% of the respondents said department carried out training practice.

8. SUGGESTIONS

The human resource department should develop and implement a comprehensive career development training programme for the staff. This would make them proactive and resilient, and effectively propagate government policies. Proper logistics should be provided as well as adequate budgetary allocation for the human resource department, to overcome improper keeping of records of staff and excess staff. The human resource department should be structured to take its rightful place in the scheme of affair, so that they can educate the staff more on their practices and how they plan for the human resource practices like recruitment, promotion, evaluation among others. This would enable staff to have in-depth knowledge of the organization. The department itself should have a human resource plans so that no matter the changes in management, the plans will still be followed. These plans should be periodically reviewed in order to adjust to the dynamic environment. This would overcome the issues of excess staff which leads to increase cost of labor and also constant changing of directors in the organization.

9. CONCLUSION

The purpose of this study was to investigate how the implementation and practical analysis of lean manufacturing techniques and their tools work in the automobile industry. In the project lean manufacturing for manufacturing of the auto components leads to reduce the wastages an inventory level to be maintained which is the mother of the waste. After reducing the inventory wastage level is automatically reduced. By this way the optimum performance on the assembly line and on the inspection and testing line. There is also a tangible benefits in reducing the cost saving, space saving and process improvements etc. therefore. Lean is a continuous improvement process if we carry in a right way it may also results achieve simply fantastic. The major outcome after it has got perfectly implemented in the automobile industry is that it mainly requires the team work also and to reduce the lead time from start of manufacture of the product to the dispatch time and flexibility of the product is also get improved. At last, we conclude that the project of lean manufacturing for manufacturing of the auto components gives us the knowledge of to maintain our product level which helps to the overall development

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