

**A STUDY ON MANPOWER PLANNING AT LOYAL SUPER FABRICS CUDDALORE TAMILNADU**

**Presented by**

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**ABSTRACT**

Manpower Planning is essentially the process of getting the number of qualified employees and seek to place the right employees in the right job at the right time, so that an organization can meet its objectives. Manpower Planning or Human Resource Planning is a forward looking function. The study aims to measure the role manpower planning as a tool for enhancing the performance of public organization. After consideration of extant and some related literature on the topic under study, we observed that the major challenge of manpower planning is that the government responsible for managing public organizations lack an effective option of regulatory capability for effective enforcement of manpower policies. This is quite indispensable based on the need to ensure quality Manpower Planning irrespective of sex, class, ethnic affiliation to mention a few. The study recommended among others, an enhanced regulatory capability on the part of government for effective enforcement of manpower policies. This is quite indispensable based on the need to ensure quality Manpower Planning irrespective of sex, class, ethnic affiliation to mention a few.

**KEYWORDS:** Manpower, Manpower Planning, Performance, Organization and Public Organization.

**I. INTRODUCTION**

Armstrong(2009) agrees and justifies the assertion that the overall purpose of human resource management which is, to ensure that the organization is able to achieve its objectives through its people. As such, managerial objectives cannot be met without manpower planning. Enhanced performance through effective manpower planning has posed a challenge to several organizations. The reason for this may not be far-fetched. They span from faulty manpower needs forecast, making inadequate plans towards hiring the right fit, through the cost of employee training and subsequently development. The major element of manpower planning on which enhanced organizational performance rests is pointed out by Lorette (2013). These broad elements include Forecasting staffing needs, Evaluating supply, balancing of supply and Demand. These elements form the base upon which Human Resource planning and development activities are built. However, it is light of the above overview that this study seeks to examine manpower planning as a tool for enhanced Performance in organization.

Human Resource Planning (HRP) also termed as Manpower Planning defined as Process of evaluating as to how an Organization should move from the current human resource position to its desired position. It is a process by which an Organization ensure that: it has the right number, right kinds of people, at the right place, at the right time and for performing The right tasks ensuring its overall strategic objectives should be achieved Manpower Planning which is also called as Human Resource Planning consists of putting right number of people, right kind Of people at the right place, right time, doing the right things for which they are suited for the achievement of goals of the Organization.

**II. LITERATURE REVIEW**

R .N. Chatterjee (1974) In his articles the author discussed about the economic development requires two types of human resources one the labor s, ( unskilled and semiskilled ) who work in the forms or in factories and the second , the entrepreneurs who organized and bear the responsibility of all economic activities income is generated by technical and economic innovation an d growth in income the opportunities available for innovation .the sectors which are highly mechanized and capital intensive requires high talent manpower to handle the complicated.

SuhailS.Zidan (2011) in his articles the author discussed about human resource planning in their focus on training and development , organization development and career development to the company and employees take the responsibility for enchaining the performance of the organization through the assessment of needs and the identification of gap in performance at the workflow and individual levels.

Shyam Kartik Mishra(2013) in his articles the author discussed about the India has a demographic country and improved ,economy growth and improve standards of living , socio economy and demographic features of Indian economy ,mismatch employers needs of quality workers and availability of large number of worker without desired capabilities to demographic Indian economy.

Naveed R Khan (2013) in his articles the author discussed about the comparisons between HR practices and HR outcomes, HR practices to work staffing, job design,training development , performance appraisal , and given to the career planning to practices and they HR outcomes in the part of the HR practices for a long term process and HR outcomes and can examine the impact of hr practices ,HR actives a need to developed in employees and organizational growth.

Ripudaman Singh (2013) in his articles the author discussed about there is scope for promoting such people organization in other fields as well to develop necessary infrastructure required to enhance economic prosperity, this process they also discuss their problem and find suitable solutions .finally it is the people initiative which can sustain the development the government has the will to support people movement and this is the only ray of hope for sustainable development of the rural poor in India

Hassan Danial Aslam (2013) in his articles the author to analysis high-tech business mature business, new product & service Acquisition or forecasting future plan and strategy and they was help effect to impact of human resource planning and to analyzing of job performance employee.HRP a success of a business strategy and work force planning is a systematic and continuous process H.R planning is recognized as a source of development completed / Achievement of the business objective.

K.Prashanthi (2013) in his articles the author discussed about human resource planning various stage of process about the HRP and the discussed about the how to make the part of business planning and about types of HRP and stage of the HRP just like that future needs ,supply forecasting and also analysis and evolving plan to suit supply and demand. Business strategic plan, resourcing strategy scenario planning, demand forecasting labor turnover analysis work environment analysis operational effectiveness analysis Omoankhanlen Joseph Akhigbe (2013) in his articles the author discussed that when human resources planning is a vital sub –activity of employment process begins with human resources planning those activities includes searching for prospective human resources attracting them to the work and organization finding out their suitability to the job and organizational requirement and finally taking steps to absorb those human resources as organs of the company, human resources planning is one of the key for ensuring the effectiveness and efficiency of organization.

Abdullah Osman (2014) in his articles the author wrote there is effect to training and development why are used human resource planning in present scenario private sector government sector both developed to change the requirement process and given a new up gradation training and used to most of organization Aim to generate the kind of performance that can bring more profit. HRP guiding activities financial and nonfinancial activity, to effect of a given a training and development on organizational/ employees performance. According to Silitonga and Sadeli (2020), employee Performance is frequently interpreted as representative of the organization's performance And has a direct impact on the organization's image. Mashikhi (2017) in his articles the author stated that Performance has been considered as the ultimate outcome of an organization as well as an Employee. Rusmiati (2021) in his articles the author stated that Performance is a metric used by successful businesses to measure their work Accomplishments. Experts define performance as the outcome of a person's work or the Performance of a person's work in carrying out his or her tasks and responsibilities. Manpower planning boosts productivity by ensuring that the available labor is utilized in thebest possible manner. When strategic personnel planning is done by tying employee performance to organizational goals, it guarantees organizational success through staff productivity. Maximizing labor productivity and accomplishing organizational objectives makes performance enhancement a crucial part of manpower planning. Maximizing productivity also helps to minimize the waste of money and effort. Manpower planning facilitates this by predicting future workforce demands, identifying skill gaps, and developing efficient training programs that improve employee performance and productivity.

### **III. OBJECTIVES OF THE STUDY**

- 1.To find whether the Manpower Planning at Loyal Super Fabrics is Effective.
2. To find whether Manpower Planning is related to Job Performance of Employees.

**IV. HYPOTHESIS OF THE STUDY**

H0: Manpower planning is not related to job performance of employees

Ha: Manpower planning is related to job performance of employees

**V. RESEARCH METHODOLOGY**

The study was carried out in LOYAL SUPER FABRICS, CUDDALORE and the sample size for the study was 50 Employees. The Sampling technique as used in the study was convenient sampling and for the study, both Primary and Secondary data were used. The Primary were collected from the Employees in LOYAL SUPER FABRICS by using a questionnaire. The collected data was analyzed using SPSS Software and the study intended to find the Manpower Planning and Employees Job Performance in LOYAL SUPER FABRICS, CUDDALORE.

**VI. ANALAYSIS AND INTERPRETATION**

**TABLE 1 SHOWS DEMOGRAPHIC VARIABLE**

Sl.No	Demographic Variable	Frequency	Percentage	
1.	Gender	Male	50	100
		Female	0	0
		<b>TOTAL</b>	50	100
2.	Age	Below 25 years	14	28
		26-35 years	26	52
		36-45 years	8	16
		Above 45 years	2	4
		<b>TOTAL</b>	50	100
3.	Experience level	Below 1 year	9	18
		1-3 years	28	56
		4-8 years	12	24
		Above 8 years	1	2
		<b>TOTAL</b>	50	100
4.	Education level	HSC	6	12
		Diploma	10	20
		graduates	34	68
		<b>TOTAL</b>	50	100
5.	Income level	Below 20,000	11	22
		20,000-40,000	35	70
		40,000-50,000	4	8
		Above 50,000	0	0
		<b>TOTAL</b>	50	100

**Source: Primary Data**

The employees are predominantly at the age group of 26-35. The study disclosed 68% of the employees are graduates and 56% of the employees comes under 1-3 year experience.

**Table 2 shows the relation between the manpower planning and job performance**

		Manpower Planning	Job Performance
Manpower Planning	Pearson Correlation	1	.019
	Sig. (2-tailed)		.897
	N	50	50
Job Performance	Pearson Correlation	.019	1
	Sig. (2-tailed)	.897	
	N	50	50

**Source: primary data**

H0: There is no relation between manpower planning and job performance.

By using Correlation test it was found that there is no relation between manpower planning and the job performance of employees. Since, the r value is 0.019 and p value is 0.897 which is greater than 0.05 significant level.

## VII. DISCUSSION AND CONCLUSION

The employees are predominantly at the age group of 26-35. The study disclosed 68% of the employees are Graduates and 56% of the employees comes under 1-3 year experience. By using correlation test it was found that there is no relation between manpower planning and the job performance of employees. Since, the r value is 0.019 and p value is 0.897 which is greater than 0.05 significant level .

Manpower planning is the strategic process that allows business to align their work force with their organizational goals and objectives. By employing techniques such as demand and supply forecasting, gap analysis, recruitment and selection, and training and development, organizations can optimize costs, retain talent, enhance agility, and ensure smooth leadership transitions. Embracing manpower planning is vital for businesses to stay competitive in today's dynamic and rapidly changing business environment. Any business that anticipates future growth or sustainable expansion of its products and services must invest in manpower planning. When done correctly, it can be a powerful strategy to fuel your company's growth and workforce development. This research study was conducted to know the Manpower Planning at Loyal Super Fabrics. By using Correlation it was found that there is no significant relationship between Manpower Planning and Employee Job Performance.

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