



Manpower Planning and Its Role in Indian Industries

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Abstract

The utilization of human toil is manpower planning. It also includes manpower development. During this study, I tried to find out that in the era of modern machinery how manpower planning works out and it completes its purposes? At the present time, although in the business world instead of toil the use of modern techniques are enhancing. In this condition how the manpower planning is successful and what is its attributes, profits and signs. How it is play its role in the field of Indian Industries is also questionable? The structure of manpower planning, its elements, its level and contribution as well as its role in Industrial areas etc are the main streams of this study. The study will be continued on its success and failure taking the above points.

Keywords: Workforce, quantitative, qualitative, educational reforms in geographically mobility of talent.

Paper/Article Info

RECEIVED ON: 21/09/2013
ACCEPTED ON: 16/12/2013

Reference to this paper
should be made as follows:

Vijay Singh Negi (2013)
"Manpower Planning and Its
Role in Indian Industries"
Int. J. of Trade and Commerce-
IIARTC, Vol. 2, No.2, pp.
354-357

1. INTRODUCTION

Man power refers to the quantity and workforce while planning involves animation and preparation for the future. Therefore, man power planning's are human resource planning which forecasting the number and types of personnel whom the organization will have to hire, train and promote in a particular period in order to achieve its objectives. It is the process of determining objectives, policies, programs and procedure in relations to human resources. It takes to ensure the organization which will have an adequate number of qualified persons for performing jobs which meets the goals of the organization and which provides satisfaction to the concerned individual.

2. FEATURES OF MANPOWER PLANNING

Manpower planning includes an inventory of current manpower in order to determine its status and to identify untapped talent available in the organization.

Manpower planning has two aspects

Quantitative

Qualitative

The former is in terms of values and the estimation of the number of employees required while the later is concerned with determination of the skills needed for various jobs.

Manpower planning involves casting or project of the future manpower need so that an adequate and timely provision may be made to meet those needs in the future oriented.

Manpower planning is an integral part of corporate planning.

Manpower planning is a continuous or never ending process. He causes the demand and supplies of manpower are subject to fragment change. It is dynamic activity.

The basic purpose of manpower planning is to determine. The right number and the right type of people required for effectively accomplishing the tasks and goals of the organization.

It represents a systems approach to personnel in which the emphasis is on the interrelationship among various personnel policies and programs.

It is the result of the development of policies, programs and procedures for the acquisition development, preservation and utilization of the organization's human assets.

Planning for human resources is the prime responsibility of management to ensure effective utilization of present and future manpower planning is complementary to organization. It also services as a tool for evaluating the effect of alternatives. Manpower planning is complementary to organization planning.

3. OBJECTIVE OF MANPOWER PLANNING

The objectives of manpower planning are as follows:

Manpower planning provides a sound basis for the development of personnel to make an optimum use of available talents.

It creates greater awareness the organization. It also services as a tool for evaluating the effect of alternatives manpower policies and programs.

The national level manpower planning is essential for economic development. It is particularly helpful in the generation of employment in education reforms and is geographical mobility of talent.

By anticipating shortages and surpluses of manpower and by concluding these imbalances in time, management can reduce labour costs of overstaffing, under utilization of talent and other trouble spots. Power is collected before they become unmanageable or expensive.

Manpower planning help in the growth and diversification of business. Non availability of suitable manpower may result in postponement or delays in executing new projects & expansion programs by planning its manpower requirement in advance and can overcome with such disruption of actives.

Manpower audit facilitates internal succession of managerial personnel in the event of unforeseen turnover provision for replacement personnel can be made.

It helps in formulation of management succession plans. It provides enough lead time for identifying and development of managers to move up the cero pâtre ladder.

Manpower planning identifies the gapes in existing manpower so that suitable triggering programmers many be developed for building specific skills required to future.

4. VARIOUS FORMS OF MANPOWER PLANNING

Manpower planning can take the following forms.

Short terms manpower planning, as the name suggests, it is done for a very short period for example for less then two year. On the basis of the progress of work, short-term manpower planning can be classified into two categories:- matching the present employee to present jobs, question of matching the present employee to the present job originates. Employee may less qualification for the present job requirement or have employees are more qualified than present job requirements, in case where the present employees have less capabilities and qualification then the requirement in present job.

Filling the present vacancies' with the available staff in an organization the present and desired employee gap should be filled as soon as possible and as for as possible the employer should try to filled the vacancies with the present employees. By doing this few things are to be decided- whether the present employee has the requisite qualification desired for present job. If not, then how much training is required. Whether the present job and the other jobs can be mixed together. Whether the existing vacancy can be used to rectify the faults is organization structure. In case the existing employee vacant job then to whom the job will be filled.

Long-term manpower planning implies the manpower beyond two years. For doing long term manpower planning the help of specialists is taken. The objectives of long term manpower planning are to create where there is complete co-ordination among the different jobs and the persons.

5. MANPOWER PLANNING IN INDIAN INDUSTRIES

Manpower planning still does not have the proper place in Indian Industries still today. Though Indian organization have now started to give proper place to manpower planning but still they don't give much importance to manpower planning as compared to other activities like capital, material and machine. The reason for apathetic view of Indian Industries towards manpower planning because of adverse conditions in India is the unemployment in India. The manpower availability is always there need for manpower planning. Up to now the issue of manpower planning was only of academic interest. Nowadays there is no problem of personnel belonging to lower and workers levels but there is a problem of well qualified managerial personnel. Because of changing environmental scenario and development of high class management techniques have led to the problem and availability of qualified managerial personnel are few. Because of the well qualified personnel the plants have to be suspended or delayed. Sometimes the appointment of the less qualified persons may adversely affect the progress of the organization.

The lack of manpower planning specially in most of the public sector undertaking has caused the wastage of resources and delay in achieving the objectives. In these forms the survival is extremely necessary. Through the power planning the scarcity of manpower resources and the effective utilization of these resources is possible. Many organization in India are doing manpower planning namely L&T, HIL, TELCO, TISCO, SAIL, LTC, and many other's.

Because of importance of manpower planning in many countries like Canada, USA, UK, Germany, France, and other developed nations. Mr. N.K Singh Deputy General Manager SAIL, in his research paper had presented the important of manpower planning in Indian Organization. According to him manpower planning in India should be done in accordance with the following facts. He presented a need based approach to manpower planning in India:

- India has large population and human resource is in abundance.
- We are comparatively poor nation and our rate of growth comparatively less.
- The machinery is to be imported and because of automation the manpower is to be reddened.
- Imported resources are to be reduced and the full utilization of indigenous resources.

Mr. Singh in his research paper had pointed out that we should be very much careful towards mechanization. It is quite possible that because of mechanization an organization many get benefits but an individual may get harm.

The Ex-Prime Minister Mr. Rajeev Gandhi framed a new department as Human Resource Development Ministry. This department will look into the development and utilization human resource and manpower planning in collaboration with the planning commission.

6. CONCLUSION

During this study I could find that manpower planning though completes its purposes yet if we see the prospect of Indian Industry, it could not find its proper place. Though Indian organization have now started to give proper place to man power planning but still they don't give much importance to manpower planning as compared to other activities like capital, material and machine. Apathetic view of industries towards manpower planning is due to adverse condition of manpower in India. Due to the unemployment in India the manpower availability is always need for manpower planning. The lake of manpower planning especially in most of the public sector undertakings have caused the wastage of recourses and delayed in achieving the objectives.

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