A Study On Manpower Planning With Refernce To Futuera

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Abstract- This report entitled to study on manpower planning with reference to futuera company. The main objective of the study is to analyze the current workforce and forecast the specific job roles and responsibilities to enhance the future needs of the organization. It also ensures the predicting the staffing levels and evaluating the right candidate for right jobs and enhancing the skills and career development, and providing efficient training to the employees that enumerates the organization in effective manner to achieve the goals and objectives.

I. INTRODUCTION

The manpower planning is the process of identifying and analyzing the organizations current and future human resource needs. This enhances that the organization has the right number of employees with right skills at the right places to achieve the organizations goals and norms. It also ensures that the effective manpower planning helps the organization to optimize the human resource planning improves the productivity for long term success in a company.

1.2 COMPANY PROFILE: Futuera is a recruitment company that specialized in talent and also associated with large multinational company within India.staffing solutions customized to ensure effectiveness and satisfy the mutual expectations futuera expertise in the leadership mobilizing business operations and talent mapping.
VISION: to be trusted in field of talent hiring and success to driving efficiency and delivering results.

1.3 NEED FOR STUDY: The need for study in manpower planning plays an important role in defining roles and responsibilities that enhances the skills and developing their efficient career, training and improves the effective productivity in business needs identifies the skills and gaps of employees by addressing skilled and efficient human resource planning that enhances organization to achieve in effective manner for long term.

1.4 OBJECTIVES OF THE STUDY: The objective of the study is to enhance the specific roles and resource requirement with optimal staffing levels and forecast the needs and objectives of technological advancements. And also to identify the training needs and career development for a skilled levels to enhance the manpower planning with existing workforce and operational efficiency to achieve the goals.

1.5 SCOPE OF THE STUDY: The scope of the study is typically analyzing the job, roles and responsibilities and skill requirements for the each positions. Forecasting use of historical data to plan maintain staffing levels and enhances the performance metrics to monitor the employees which enhances to retaining the efficient employees for longer term.

1.6 LITERATURE REVIEW:

Turner.D, Miller.R(2025) Focus on long term sustainability of manpower planning and factors that enumerates with manpower strategies emphasizes with retaining talent and ensuring the work life balance.

Collings ,Vaiman (2024) discuss the future human resource planning trends and predicting the driven decision making with manpower planning will dominate the HR practices with leading more personalized and efficient talent management strategies.

M. Roy , P.Singh (2023) Investigates in manpower planning focusing on how organization that enhances the digital technologies to improve the workforce allocation particularly in decision making process.

1.7 RESEARCH METHODLOGY

RESEARCH : The research is aimed at discovering the new Information and understanding existing knowledge with help of collecting organizing analyzing the data and gathering interpreting the data to enhance the solutions for problems for certain generalizations.

DESCRIPTIVE RESEARCH: The descriptive research study in manpower planning refers to aims at the current state of an organization workforce by analyzing existing data on

employees in skills set positions and enhance the potential gaps to meets its performance and future patterns in organizations.

SAMPLING: The sampling is defines that the selecting small group of employees from a larger workforce and analyze gathers the data into manpower represents with the job roles skills levels and relevant factors within the organization.

RANDOM SAMPLING : The random sampling is the method for enhancing employees from the total workforce and selected for study with each employees by ensuring the entire data collection process.

RESEARCH TOOLS:

● **CORRELATION:** The correlation measures the strength and direction of a linear relationship between two variables it helps to understand the variable changes in another . it enumerates the positive correlation indicates with one variable increases and it also tends to increases.
● **Chi square:** The chi square test is a statistical method to determine the significant association with two categorical variables with observed and expected one which involves in hypothesis testing for a data with corresponding variables.

1.8 LIMITATIONS OF THE STUDY:

The manpower planning plays a crucial to study the limitations that enhances with difficulties inaccurately the forecasting needs resistance from employees, uncertainties, in external potential for over-staffing and under-staffing which leads to less productivity and revenue losses. Implementing the manpower planning with requires investment in tools, training and expert resources which may strain the budget.

2.1 DATA ANALYSIS AND INTERPRETATION: CORRELATION:

This correlation which enumerates with distribution of task and efficiency with teams

NULLHYPOTHESIS(H0):

Thereisnosignificantrelationshipbetweenthedistributionoftaskwithinyour team is fair balanced and staff improve the efficiency of the team.

ALTERNATIVEHYPOTHESIS(H1):

There is a significant relationship between the distribution of task within your team is fair balanced and staff improve the efficiency of the team.

STATISTICAL TEST

Correlation was used above hypothesis.

Descriptive Statistics			
	Mean	Std. Deviation	N
Analyse the distribution of task in a fair and balanced with your team	2.38	.753	200
Thoughts of additional staff would improve the efficiency of the team	3.45	.849	200

TABLES HOWS CORRELATION

Correlations		Analyse the distribution of task in a fair and balanced with your team	Thoughts of additional staff would improve the efficiency of the team
Analyse the distribution of task in a fair and balanced with your team	Pearson Correlation	1	.437**
	Sig.(2-tailed)		.000
	Sum of Squares and Cross-products	112.875	55.625
	Covariance	.567	.280
	N	200	200
Thoughts of additional staff would improve the efficiency of the team	Pearson Correlation	.437**	1
	Sig.(2-tailed)	.000	
	Sum of Squares and Cross-products	55.625	143.395
	Covariance	.280	.721
	N	200	200
**.Correlation is significant at the 0.01 level (2-tailed).			

INTERPRETATION:

The Significance level of value met with 0.00 which is less than the 0.01, so we reject H0. There is a significant relationship between the distribution of task within your team is fair balanced and staff improve the efficiency of the team.

Result: There is a significant relationship between the distribution of task with in your team is fair balanced and staff improve the efficiency of the team.

CHI SQUARE:

The chi square involves in Between age and effective roles of training and resources accurately reflects in task

NULLHYPOTHESIS(H0):

There is no significant relationship between the age and training resources necessary to succeed in role.

ALTERNATIVEHYPOTHESIS(H1):

There is a significant relationship between the age and training resources necessary to succeed in role.

STATISTICALTEST

Chi square was used above hypothesis.

NPar Tests

TABLE SHOWING CHISQUARE

Descriptive Statistics								
	N	Mean	Std. Deviation	Minimum	Maximum	Percentiles		
						25th	50th(Median)	75th
Age	200	9.87	8.444	1	35	3.00	5.50	13.00
Job description accurately reflects in task	200	2.43	.836	1	4	2.00	2.00	3.00

Chi-Square Test Frequencies

Age			
	ObservedN	ExpectedN	Residual
20-30	86	5.7	80.3
30-40	38	5.7	32.3
40-50	7	5.7	1.3
Total	200		

Effective roles of training and resources			
	ObservedN	ExpectedN	Residual
dissatisfied	5	50.0	-45.0
Highly satisfied	144	50.0	94.0
neutral	11	50.0	-39.0
satisfied	40	50.0	-10.0
Total	200		

Test Statistics		
	Age	**Effective roles of training and resources**
Chi-Square	1397.050[a]	249.640[b]
df	34	3
Asymp.Sig.	.000	.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 5.7.

b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 50.0.

INTERPRETATION: Since the Significance level is 0.00 which is less than the 0.05, so we reject the null hypothesis H0.

RESULT: There is a significant relationship between the age and job description accurately reflects in daily task

III. FINDINGS

- 74.5% of the respondents we recurrently efficient to enhance the staffing levels are in meeting the operational goal.
- 70% of the respondents were highly satisfied with the over staffing and understaffing areas in organization.
- 71.5% of the respondents were highly satisfied with the training and resources necessary to succeed in role.

- Since the Significance level is 0.00 which is less than the 0.05 ,so we reject the null hypothesis H0 .for chi square
- The Significance levelofvaluemetwith0.00which islessthanthe0.01,sowe reject H0. for correlation.
- 76%oftherespondentswerehighly satisfied with the staffing changes and roles.
- 74.50% of the respondents were highly satisfied with styles of leadership in management.
- 71.50% of the respondents were highly satified with opinions and ideas that are valued by the organization.

IV. SUGGESTION

Manpower planning is the important to aligning an workforce planning with the examining the skills and experience with sufficient resources for technological advancement s and evaluates their performance metrics with efficient manner that evolves with ensuring workforce planning to identify the skill gap analysis and reduces the employee turnover rate and retaining the efficient employees for long term purposes to achieve the organization and this ensures to evolves with uses of historical data to predict the staffing levels and also estimate the efficient human resource palnning in an organization.

CONCLUSION

by examining the workforce patterns it addressing the skills and deficiency that can ensures with utilization of current workforce that facilitating the acquisition and development of essential skills of long term goals . manpower planning is the evaluation planning with human resources essential to meet it project goals it involves in analyzing the necessary skills team structure and staffing levels optimized resources utilization achieving the right to expertise in the organization