

# Review on Planning And Mobilization of Manpower Based on Site Conditions

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**Abstract-** *The global construction sectors have experienced rapid growth in recent years. Only when the projects are finished on time and under budget can they be called profitable. "MAN, MONEY, & MATERIAL" are the three key elements/resources required to effectively execute the project on schedule. As a result, engineers, builders, and contractors frequently examine the deployment of manpower, which is a key factor in finishing projects on schedule. Therefore, effective planning and workforce mobilization are crucial for finishing the project on time and within budget.*

**Keywords-** Labour Mobilization, Labour Planning.

## I. INTRODUCTION

Most construction sites distribute professional and unskilled labours according to necessity and demand. However, in the event of unforeseen difficulties, such as rain the labour force must be mobilized to a site away from the open sky. Therefore, even if one task cannot be finished by the deadline, we can use the workforce to do another task rather than leaving them idle. Even if a task takes a lot of labours to finish it in a certain amount of time, if the workspace is crowded, the labours must be mobilized in order for the task to be finished on schedule. If we can employ machinery and equipment for particular activities, it is not advised to deploy extra people.

### 1.1 Workforce/Human Resources

An organization's human resources are the group of people who work there. They can also refer to a company's human resources as its human capital. A more specific idea is "human" capital, the information and abilities that people possess. Manpower, labour, personnel, colleagues, or simply "people" are comparable concepts. The human resources department (HR department) of a company handles human resource management, supervising various employment-related tasks like interviewing, benefit administration, organizing employee files with the necessary paperwork for future use, and even some aspects of recruitment (also known as talent acquisition) and employee off-boarding. They act as a liaison between a company's management and its workers.

Among the tasks include planning, the process of hiring and choosing personnel, publishing job adverts, assessing workers' performance, organizing resumes and job applications, scheduling interviews, and supporting the procedure and seeing to background checks. Another task is payroll and benefits administration, which include tracking vacation and sick time, auditing payroll, and taking part in benefits activities like claim resolution, benefits statement reconciliation, and invoice payment approval.

Additionally, HR manages programs and activities related to employee relations, including but not limited to employee counselling. The final task is routine maintenance, which involves keeping employee benefits and employment status current, performing payroll/benefit-related reconciliations, and ensuring that the current HR files and databases are up to date.

### 1.2 Role of Human Resources

A human resources manager in a company performs a variety of tasks.

- Find out what the staff and personnel require.
- Choose whether to fill these needs with temporary help or permanent hires.
- Identify the dos and don'ts.
- Recruit and/or interview the best employees
- Train employees and upgrade their learning knowledge.
- Supervise the work.
- Evaluate the work.
- Establish 'Discipline work culture' in the organization.
- Avoid politics in the office.
- Apply 'HR Software' for the ease of work in the organization.
- Manage employee relations. If there are unions, perform collective bargaining.
- Prepare employee records and personal policies.
- Manage employee payroll, benefits, and compensation.

- Ensure equal opportunities.
- Deal with discrimination.
- Deal with performance issues.
- Ensure that human resources practices conform to various regulations.
- Motivate employees.
- Mediate disputes.
- Disseminate information in the organization so as to benefit its growth.

## II. MANPOWER PLANNING

Workforce scheduling and construction manpower planning are occasionally used interchangeably. Scheduling is undoubtedly a component of manpower planning, but effective and strategic manpower planning needs general contractors to put in the time and effort to the right individuals in the right numbers, working on the right projects at the right times. Keeping in mind the organization's objectives, make sure the workforce planning is coordinated with them. Construction manpower planning is an ongoing process that entails reviewing the organization's current resources on a regular basis, predicting future recruitment requirements, ensuring that the supply of skilled workers and labours meets the demand for projects as well as the inverse, that is, that the supply of projects meets the demand for your labour force. Essentially, it is making the best use of your staff while balancing the. Lack of employees can result in general contractors losing clients and project bids, but it can also put ongoing projects at danger of missing crucial construction milestones on schedule. Projects are put at danger by overstaffing, which is costly and can be expensive to remediate. Allocating labour costs that are unnecessary will eventually lower the organization's ability to compete effectively.

Lastly, career advancement and team improvement are necessary for manpower in the construction business. This entails assessing the knowledge, experience, and capabilities of team members as well as any labour shortages that could impede the firm from achieving its strategic objectives.

## III. NEED OF PROPER MANPOWER PLANNING

### 3.1 HELPS ALLOCATE APPROPRIATE CONSTRUCTION MANPOWER TO TASKS

The amount of labour needed based on the project's scope can be better understood with the aid of efficient scheduling for the construction crew. Is the phrase long or short? Project, is it large or modest? Finding out how much people will be required for upcoming projects may be done by

analyzing the data from previous projects with a comparable scope in your project history. Identifying the various workforce needs as you proceed through each stage of the project lifecycle will also be helpful. You may make an appropriate roster for your project teams once you have determined the project's scope and are able to compare it objectively to previous projects of a similar scope. By using your roster, you may determine which resources are available to take on a new project, confirm that the labour cost is within the project's budget, and make adjustments as necessary. Overstaffing can result in excessive costs, low employee engagement, and the firing of team members who could otherwise be very valuable. On the other hand, understaffing projects may make your project team more stressed, which may result in lower-quality work but also prevents the company from growing when the time is right. Planning construction workforce effectively can assist allocate the right skills and team size to achieve project and organizational goals. For your project timeframe, Bridgit Bench's labour planning tools can help avoid over and under allocations.

### 3.2 SIMPLIFIES SCHEDULING

Given the constantly changing nature of the construction business, scheduling construction labour is frequently an extremely difficult and time-consuming task. Dates for projects and labour needs can sometimes change on a whim. Although many general contractors still build and manage their personnel schedule using a series of spreadsheets, scheduling is a crucial part of good construction manpower planning. The issue with it is that the workforce information needed to produce an effective schedule is sometimes spread over numerous spreadsheets. Operations teams must double as "mental gymnasts" to match the team members to their current project allocation, the proportion at which they were allocated, and the project's position across the project spectrum inside an organization.

By centralizing the information needed to successfully schedule your workers, specialized construction schedule software can assist in streamlining the scheduling process. Manpower Construction-specific planning can assist with: Labour forecasting - Being able to effectively forecast the labour requirements for active projects as they progress through each project phase and the influence that future projects will have on your scheduling in terms of overlapping tasks.

Project allocations - Building balanced project teams based on availability, skill sets, strengths and weaknesses, and specific project requirements.

Shifting allocations - Visualizing the impact on your scheduling when a project date slips, requires the team to stay on-site longer than expected.

Running scenarios - Building project teams for future projects based on the likelihood of winning the bid, and understanding what that will mean for your organization before the bid is won.

Your organization's flexibility will rise, production will be maximized, costs will be better managed, and you can test alternative schedule combinations by streamlining and improving your scheduling.

### 3.3 AIDS IN RECRUITMENT AND HIRING

Utilizing your usage rate to predict your workforce needs for construction can help you avoid hiring delays. You can discover projects and bids that call for the addition of new team members by projecting your workforce usage into the future. The secret is to anticipate the need for additional team members rather than just figuring out when it will happen. Rushing the hiring process frequently leads to poor hires, and a research by Human Resources Online found that poor hires cost your company 17 weeks of time in the hiring, training, and replacement processes. 17 weeks, just shy of a third of a year. Your firm will be able to map the abilities needed for each position and identify which positions you should hire for or train your workforce to fill based on your utilization rate.

## IV. EFFECTIVE MANPOWER MANAGEMENT

### 4.1 BEGIN PLANNING FOR PROJECTS EARLY

The most crucial stage in terms of influencing the outcome of construction projects is the early planning stage. The strategic framework for the project is established in part by the choices taken during the planning phase. The best time to change a project's direction or influence its outcome is before any financial commitments have been made. If you'd want to read more, we recently shared some advice on how to get ready for manpower meetings. Choosing the ideal crew for the project is one of the most crucial early planning tasks. Every construction project has many moving components, so it is crucial for project success and client retention that you have put up a competent project team to match the customer's expectations. Building a competent project team entails thoroughly assessing the expertise and skill sets of your team that are pertinent to the project and making sure that the team you've selected is capable of taking on the given job. Early preparation can help you understand how new initiatives will affect your workforce plan and allow you to make modifications to resolve any potential issues.

### 4.2 FACILITATE PROPER COMMUNICATION AMONG WORKERS

Effective construction manpower management requires good communication. A company culture founded on a foundation of good communication will have higher employee engagement and be more prepared to tackle possible difficulties that arise, from setting project and company goals, strengthening accountability, and establishing expectations.

A step beyond just identifying underutilized resources, effective construction manpower planning places that team member on the project where they will have the biggest impact on the work being done. During manpower meetings, the foundation of effective utilization is constructed. Teams with a solid grasp of how to conduct manpower planning meetings will be aligned on workforce strategy and better able to guarantee that resources are used properly.

In a study by The Economist on the negative impact of poor communication, the most significant consequences were listed as:

- Added stress to the workforce
- Delays or failures to complete projects on time
- Low morale
- Missed performance goals

## V. CONCLUSION

Every manpower can be utilized to the full extent even if there are hurdles in an activity. Instant decision should be made by the Engineer-in-charge so that proper usage of required manpower would not be neglected. All the skilled and unskilled labours should be distributed evenly on all activities. It is always safe to work in a clean environment. If any activity is completed earlier than expected, the manpower can be utilized for the housekeeping/ debris removal of the site.

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