A Study on Manpower Planning Techniques With Reference FPL Automobiles Pvt Ltd

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Abstract- *study has been enriched in FPL AUTOMOBILES to identify the "Manpower planning technique". Manpower planning is basically deals with Coordinating, Motivating and Controlling of the various activities in the organization.It's nodoubt planning is the most essential factors for eachand every organization.Without planning, noorganization can fulfill its goals. Generally, Human resource planning is also called man power planning.. Secondary Objective: Examine the Overall Employee Perception ofthe present reward and Recognition program at FPL. To identify the elements that can inspire employees to give their best effort. Manpower planning is indispensable for organizations as it serves several crucial Purposes. Firstly, it helps in aligning the workforce with the strategic goals and objectives of the organization.*

I. INTRODUCTION

The successful performance and productivity of an organization are directly determined by the quantity and quality of its human resources. People must be utilized to the Maximum possible extent in order to accomplish individual and organizational objectives. It is the only human resources which appreciate with time if sufficient care is taken to impart Skill and knowledge. Planning for manpower resources is the major managerial Responsibility, to ensure adequate supply of personnel at the right time both in terms of their Quality and aptitude and effective utilization of the personnel. Manpower planning provides Overall framework for specific development (or) training program. Manpower planning is basically a strategy for procurement, development and allocation and utilization of an Organization's human resources.

A.F. Sikula points out that the principal aim of manpower Planning is in effect to attempt at the "matching (or) fitting employee abilities to enterprise Requirements with an emphasis on future instead of present arrangements". Manpower planning on a comprehensive basis assumes greater importance in organization. Centre for Distance Education. Acharya Nagarjuna University "Manpower Planning" and "human Resource" planning are synonymous. Manpower (or) Human Resource Planning acts as a Guide to the management of human resource. Definition of Manpower Planning: In order To run any organization at optimum efficiency, its manpower requirements must be satisfied At all levels by various suitable persons. B. Geisler defined manpower planning as "Manpower Planning is a process (including forecasting, developing, implementing and controlling) by which a firm ensures that it has the right number of people and the right kind of time for Things for which they are economically most useful".

Manpower planning is multidisciplinary and utilizes several forecast models.

It usually includes:

- Trend Analysis Managers have to use extrapolation (projecting past trends), indexation (using the current year as the basis), and statistical analysis to anticipate any sudden demand or decline in the number of workers in the company.
- Work Load Analysis It involves evaluating the nature of workload in a department, a branch, or the division to map it to the available manpower.
- Developing employment programs Once you have accurately created future forecasts based on the current manpower inventory, you can create employment programs to hire or train more the number of workers as per the forecast.

II. NEED FOR THE STUDY

Manpower planning is indispensable for organizations as it serves several crucial Purposes. Firstly, it helps in aligning the workforce with the strategic goals and objectives of the organization. By forecasting future staffing requirements, organizations can ensure that they have the talent and skills necessary to achieve their long-term plans. Secondly, manpower planning is vital for optimizing resource utilization. It allows Organizations to prevent situations of understaffing or overstaffing, both of which can be Detrimental to productivity and cost- effectiveness. With proper planning, organizations can Allocate resources

efficiently and reduce unnecessary labor costs. The shortage and surpluses can be identified so that quick action can be taken wherever required

III. OBJECTIVES OF STUDY

PRIMARY OBJECTIVE:

- To Study the Effectiveness and reward system in FPL Automobiles, PVT. LTD.

SECONDARY OBJECTIVES:

- To Examine the Overall Employee Perception of the present reward and Recognition program at FPL.
- To identify the elements that can inspire employees to give their best effort.

IV. SCOPE OF THE STUDY

Manpower planning techniques remain crucial for businesses to optimize workforce utilization, anticipate skill needs, and mitigate shortages or surpluses. Methods like trend analysis, succession planning, and scenario planning offer insights into future staffing requirements, enabling organizations to adapt proactively to changing demands and market dynamics for sustainable growth and efficiency. Manpower planning techniques provide a strategic framework for businesses to align their workforce with organizational goals.

V. LITERATURE REVIEW

Ibrahim Hassan and Victoria hunga (January 2024), An assessment of manpower planning in Nigeria local government system. It is unfortunate that unavailability of manpower database, lack of forecasting are part of the factors affecting manpower planners in local government in Nigeria. Hence, manpower planning as a function of management is highly indispensable in the attainment of local government development goals. The study assesses manpower planning in Nigeria local government system, using Ewekoro Local Government, Ogun State.

Ajay Garg (March 2024), Phases of planning and designing. Building a hospital is a complex, long-term process executed in various phases: (1) Planning: Focuses on the promoter's "wish list," master planning, pre-design considerations, feasibility reports, and DPR; (2) Schematic Design: Involves initial outlines, space allocation, and room layouts; (3) Construction Documents: Converts detailed drawings into cost estimates and construction plans; (4) Design and

Development: Includes drawing hospital units, incorporating fixtures, furniture, and decor; (5) MEP Planning: Involves mechanical, electrical, and plumbing services planning.

C. Anantharaj .sivasamy (February 2023), REPLACEMENT STRATEGYES IN MANPOWER PLANNING

Replacement strategies in manpower planning related to manpower system is very common. Closely related to replacement theory is the subject of life testing. This involves the determination of the expected life of given types of equipment. and the devising of possible ways of improving upon this. This paper is concerned with application of renewal theory to the study of manpower system. The problem discussed in this paper is that of setting up a training grade to supplement organization of known size. This is a simple case of hierarchical organization in which movements can take place between the various grades as well as losses and replacement for the system as a whole. Two stage replacement strategies related to manpower system are described.

Slawomir Biruk Piot (April 2022), Conceptual Framework of a Simulation-Based Manpower Planning Method for Construction Enterprises.

The authors put forward a concept of a method to support workforce demand planning intended for construction contractors. The construction business suffers from shortages of skilled labor. The method facilitates analyzing the possibilities of project-to project resource sharing and uncertainties in the flow of new orders, both characteristics of construction. Construction contractors' manpower planning is based on a production plan. A precise and deterministic plan is possible only for a short planning horizon covering a fixed set of acquired orders. New orders are won irregularly, and the type and quantity of work they involve is uncertain. For this reason, the authors argue for using a simulation model of the company's production plan.

Luechai Kaewsook .Pruet Siribanpitak.Chayapim Usaho (May 2021), INSTITUTIONS IN RESPONSE TO MANPOWER REQUIREMENT OF ENTERPRISES

The purposes of this research were to 1) study the current situations of management in vocational colleges to respond to the need of enterprises; 2) study the requirement of manpower skill specification requirements from enterprises. 3) develop management strategies for vocational education institutions regarding manpower as requirement from enterprises. The population were vocational college administrators, enterprise managers. The data instruments

comprised questionnaire, survey and validity evaluation. The data were analyzed using content analysis, frequency, percentage, mean, standard deviation and modified priority need technique. The research findings showed that: 1) the current vocational institutions issued main management ways by planning implementation and evaluation. In planning, vocational institutions were able to produce manpower nearly by plan, but needed to adjust plan for serving some branches as of occupation, with full quality skills. 2) For manpower skills, enterprises required cognitive skills for being able to work with new technology and how to operate machines as stated in the manual correctly. For technical skills, it needed manpower who could work by immediacy with ability to consult and mentored people with multiple skills.

VI. RESEARCH METHODOLOGY

MEANING OF RESEARCH:

Systematic investigative process employed to increase or revise current knowledge by discovering new facts. It is divided into two general categories: Basic research is inquiry aim increasing scientific knowledge, and applied research is effort aimed at using basic research for solving problems or developing new processes, products, or techniques. Research refers to a search for knowledge. It can also be given as a scientific and systematic search for pertinent information on a specific topic. In fact research is an art of scientific investigation. The Advanced Learner's Dictionary of current English lays down the meaning of research as "a careful investigation or inquiry especially through search for new facts in any branch of knowledge."

RESEARCH METHOD:

Research method is those techniques that are used for condition of research.

RESEARCH METHODOLOGY:

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In this study the various steps that are generally adopted by a researcher in studying the research problem along with the logic behind him.

RESEARCH DESIGN:

Research Design is defined as the "Arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure".

RESEARCH DESIGN:

Descriptive

The research design followed for the study is descriptive type of research. It is typically concerned with determining the frequency with which something occurs or how two variables 25 vary together. Descriptive research studies are those studies which are concerned with the characteristics of a particular individual, or of a group.

SAMPLING:

Sampling is a process used in statistical analysis in which a pre-determine number of observation are taken from a larger population.

SAMPLING DESIGN:

A sample design is a finite plan for obtaining a sample from a given population.

POPULATION:

The Employees of "FPL AUTOMOBILES" Chennai constitute the work place of the study. The employees of the company are 600, and it forms the work place for the present study.

SAMPLE SIZE:

Number of the sampling units selected from the population is called the size of the sample. Sample of 200 respondents were obtained from the population.

STATISTICAL TOOLS:

SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE): Statistical package for social sciences (SPSS) is mean for statistical analysis of data. It has got tools to obtain accurate result. SPSS is a computer program used for survey authoring and deployment, data mining, text analytics, statistical analysis, and collaboration & deployment. The following statistical tools were used in this study:

1. Correlation.
2. Regression.
3. Chi-square.

4. T-test.

Percentage analysis:

In case Percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data. In this study, the number of people who responded in a particular manner is interpreted in the form of percentages.

Percentage = (No of respondents/Total no of respondents)*100

VII. LIMITATION OF THE STUDY

- It's hard to predict exactly how many employees a company will need in the future because things like the economy and technology are always changing.
- The data used for planning is wrong or old, the predictions about future workforce needs will be off.
- Plans might not be able to change quickly is something unexpected happens, leading to problem in how workforce is managed.
- Employee might not always agree with the changes suggested by manpower planning, leading to resistance and decreased morale.

VIII. DATA ANALYSIS AND INTERPRETATION

Table-2.1Table showing that they can retain their employees

S.NO	OPINION	NOOFRESPONDENT	PERCENTAGE
1	AGREE	58	29
2	STRONGLYAGREE	88	44
3	DISAGREE	47	23.5
4	STRONGLY DISAGREE	7	3.5
	TOTAL	200	100%

INTERPETATION:

From the above table interpreted that 44% of the respondents Strongly Agree on retaining the employees,29% of them Agree,23.5% of them Disagree,3.5% of them Strongly Disagree on retaining the employees
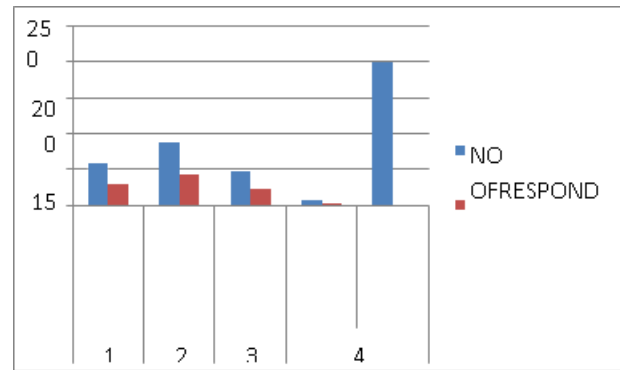

Chart2.1(a)Chart showing opinion of the respondents

Table 2.2 Table showing marital status of the respondents

S.NO	WHAT TYPE OFPAY SYSTEM ISUSED INFPL AUTOMOBILE SLTD	NOOFRESPONDENT	PERCENTAGE
1	PERFORMANCEBASED	55	27.5
2	SALES BASED	88	44
3	MANAGEMANTBASED	55	27.5
	TOTAL	200	100%

INTERPETATION:

The table shows that 44% of the respondents Sales Based System,27.5% of them Performance Based Pay System and 27.5% of them say Management Based Pay System.
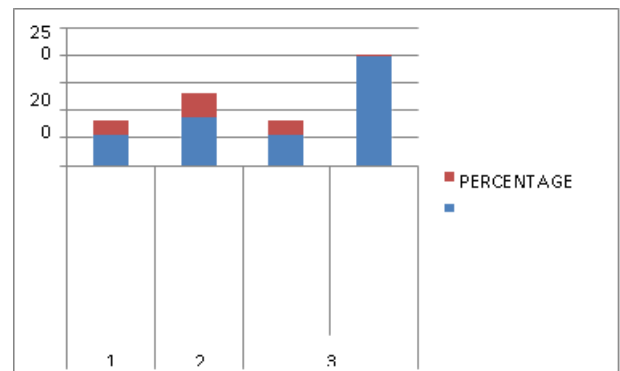

Chart2.2(a)Chart showing pay system of the respondents

2.3 Table showing that they can retain their employees

INTERPETATION:

From the above table interpreted that 44% of the respondents Strongly Agree on retaining the employees,29%

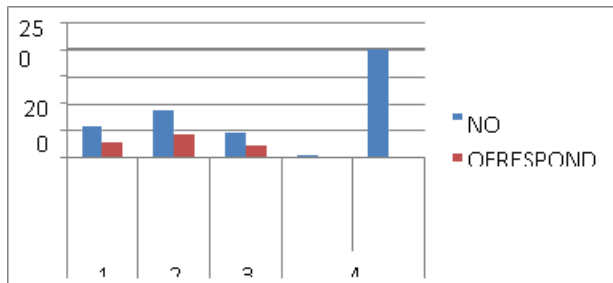of them Agree,23.5% of them Disagree,3.5% of them Strongly Disagree on retaining the employee

Chart2.3(a)Chart showing opinion of the respondents

Table2.4 Table showing pay system of the company

S. NO	WHAT TYPE OFPAY SYSTEM ISUSED INFPL AUTOMOBILES LTD	NOOFRESPON DENT	PERC ENTA GE
1	PERFORMANCE BASED	55	27.5
2	SALES BASED	88	44
3	MANAGEMANT BASED	55	27.5
	TOTAL	200	100%

INTERPETATION:

The table shows that 44% of the respondents Sales Based System,27.5% of them Performance Based Pay System and 27.5% of them say Management Based Pay System
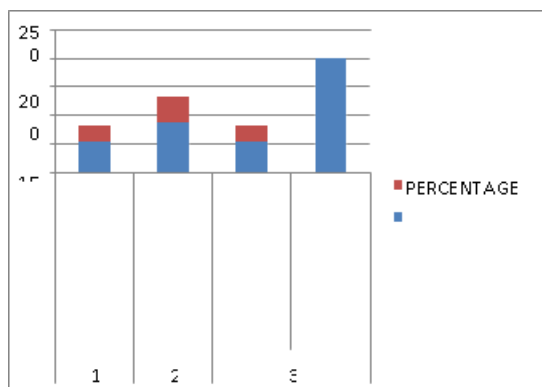

Chart2.4(a)Chart showing pay system of the respondents

Table-2.5 Table showing basis of increasing the salary

S.NO	WHAT BASIS DOESYOURMAN AGEMENT INCREASE YOURSALARY?	NOOFRESP ONDANT	PERCEN TAGE
1	PERFORMANCE	89	44.5
2	TENURE	71	35.5
3	BEHAVIOUR	40	20
	TOTAL	200	100%

INTERPRETATION:

The table clearly showing that 44.5% of employees salary are increased through based on their Performance,35.5% of employees salary are increased through Tenure and 20% of employees Salary increased through Behaviour.
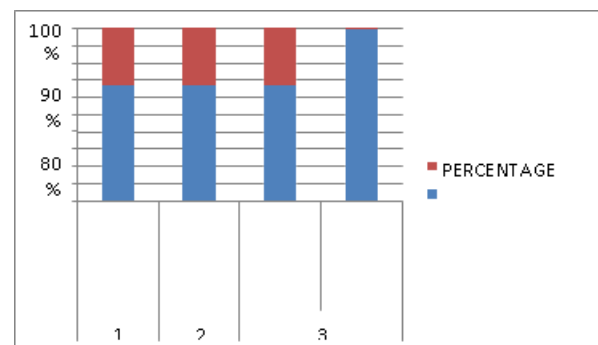

Chart2.5(a)Chart showing basis of increasing the salary

CHI-SQUARE BETWEEN EXPERIENCE OF THE RESPONDENT AND AGE OF THE RESPONDENT.
NULL HYPOTHESIS (H0):
There is no significant difference between experience of the respondents and age of the respondents.
ALTERNATIVE HYPOTHESIS (H1):
There is a significant difference between experience of the respondents and age of the respondents.
STATISTICAL TEST:

Chi-Square was used the above hypothesis

age of the respondent

	Observed N	Expected N	Residual
18-25	111	51.3	59.8
25-35	64	51.3	12.8
35-45	26	51.3	-25.3
45-60	4	51.3	-47.3
Total	205		

salary of the respondent

	Observed N	Expected N	Residual

1-3LPA	103	51.3	51.8
3-6LPA	50	51.3	-1.3
6-10LPA	45	51.3	-6.3
<10LPA	7	51.3	-44.3
Total	205		

Test Statistics

	age of the respondent	salary of the respondent
Chi-Square	128.834^a	91.254^a
df	3	3
Asymp. Sig.	.000	.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 51.3.

INTERPRETATION:

For an association to exist between the two variable the singnificant valu must be less than 0.05, therefore h0 is accepted

RESULT:

There is a significant difference between experience of the respondent

CORRELATION BETWEEN EXPERIENCE OF THE RESPONDENT AND BEST PLACE TO WORK OF THE RESPONDENT.

NULL HYPOTHESIS (H0):

There is no significant difference between experience of the respondent and best place to work of the respondent.

ALTERNATIVE HYPOTHESIS (H1):

There is no significant difference between experience of the respondent and best place to work of the respondent

STATISTICAL TEST

Correlation was used the above hypothesis.

Correlations

		gender of the respondent	experience of the respondent
gender of the respondent	Pearson Correlation	1	-.181**
	Sig. (2-tailed)		.009
	N	205	205
experience of the respondent	Pearson Correlation	-.181**	1
	Sig. (2-tailed)	.009	
	N	205	205

**. Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

Since correlation point (-0.181) is lies between negative value of -1. Is is a negative correlation, Hence we accept null hypothesis (H1).

RESULT:

so there is a significant difference between experience of the respondent and best place to work of the respondent

REGRESSION DIFFERENCE BETWEEN GENDER AND EXPERIENCE.

NULL HYPOTHESIS (H0):

There is no significant difference between gender and experience of the respondent.

ALTERNATIVE HYPOTHESIS (H1):

There is no significant difference between gender and experience of the respondent

STATISTICAL TEST

Regression was used the above hypothesis.

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	salary of the respondent^b	.	Enter

a. Dependent Variable: EDUCATION QUALIFICATION
b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.086[a]	.007	.002	1.149

a. Predictors: (Constant), salary of the respondent

ANOVA[a]

	Sum of Squares	df	Mean Square	F	Sig.
Regression	1.987	1	1.987	1.506	
Residual	267.789	203	1.319		
Total	269.776	204			

a. Dependent Variable: EDUCATION QUALIFICATION
b. Predictors: (Constant), salary of the respondent

INTERPRETATION:

Here is a significant was occurring was the value 0.221 is greater then 0.05. hence H1 is accepted.

RESULT:

There is a significant difference between gender and experience of the respondent

IX. FINDINGS

- The study found that 35.75% of respondents are under the age group of 18-25 years
- Majority 71.5% of respondents are male.
- 59.5% of respondents are satisfied with the satisfaction level of overall experience working in the company
- Majority 30.5% of respondents are educational qualification of employees are Under Graduates
- Majority 36% of respondents are designation of employees are executive.
- Majority 54.5% of respondents are marital status of the employees married.
- 48.5% of respondents are salary of the employees earn salary between 1-3 lakhs P.A.
- Majority 44% of the respondents are opinion strongly.

X. SUGGESTION

- The company can improve the working environment of the employees by allowing them to choose what they want as additional benefits.
- The management can improve the quality of employees by providing good training based on their needs.
- The company can improve the retention level of employees by concentration on the needs of employees.
- Company can make arrangements for employees to receive maximum benefits.
- Management can improve the satisfactory level of employees by providing them required things.

XI. CONCLUSION

A study on effective manpower planning techniques is carried among the employees of FPL Automobile private ltd. Manpower planning helps in identifying right candidate for selecting the employees. The type of research design used for the study is descriptive research design. Sample size taken for the study is 50 number of employees of FPL Automobile private limited. Simple random sampling. technique has been used. A structured questionnaire is prepared to collect data. Secondary data was also tapped. One of the best ways to obtain and retain the best talent in an industry is by becoming the favorite employer.

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