A Study on Strategic Workforce Planning With Reference To TTK Heathcare (India) Limited

A.RAJKUMAR[1], DR.R.JAYADURGA[2]

[1]Dept of MBA
[2]Associate Professor, Dept of MBA
[1, 2] Prince Shri Venkateshwara padmavathy Engineering college, Chennai - 6000127

Abstract- This study has been enriched in TTK HEALTHCARE (INDIA) LIMITED to ensure effective STRATEGIC WORKFORCE PLANNING of the employees. Strategy workforce planning With the deepening integration of the global economy and the increasing intensity of market competition, the implementation of corporate Workforce strategy has become a crucial factor determining the survival and development of enterprises. In this process, human resources, as one of the most important resources for enterprises, play a profound role in the Workforce planning and management of the implementation of Workforce strategy. This paper aims to explore the role of Workforce planning in the implementation of corporate Workforce strategy and Operational through relevant research. The goal is to provide theoretical support and practical guidance for enterprises to formulate effective human resource Workforce planning, thereby promoting the successful implementation of corporate Workforce strategy . This not only contributes to enhancing the competitiveness of enterprises but also facilitates the development of theories and practices in human resource management and The purpose of Strategic Workforce Planning is to help organizations achieve their goals and objectives effectively by aligning Human resources, capabilities, and actions with external opportunities and challenges. It involves Short term and long-term Workforce planning, decision making, and implementation to create a competitive advantage and ensure sustainability. The key purposes of Strategic workforce Planning. The objective of the study includes, a study on Strategic workforce planning of the employees in TTK HEALTHCARE (INDIA) LIMITED and to correlate employee with Strategic Workforce planning of organizational performance, exploring relationship between Strategic Workforce planning and organisation opportunities within the Identifying of internal and external factor as been potential areas for Improvement in the Strategic Workforce Planning process. The research design used for the study was descriptive research design. The descriptive research means the research which is done to know the current situation of the study. The data has been collected using questionnaire. The sample taken for this study was 207 out of population 500 at TTK HEALTHCARE (INDIA) LIMITED. The type of sampling technique used for the study was stratified sampling. iv The sample technique used were Descriptive research method and various Statistical Tools like ANOVA, Correlation, Regression, Chi-Square were used to test the Strategic Human Resource Planning in the organization. And From the study it is highlighted that many respondents were not aware about

Strategy workforce Planning and finding systematic analysis, forecasting and strategic workforce decision making in their organization and it must be mentored so that individual and organizational goals can be achieved effectively in the Organisation.

Keywords- Strategic workforce planning, corporate workforce strategy, operations and goals and objectives.

I. INTRODUCTION

Strategic Workforce Planning (SWP) is a continual process of identifying gaps in the workforce and developing a methodical people plan to ensure an organization has the employees, skills, and knowledge needed to meet current and future business goals. It's based on the organization's long-term strategy and also accommodates for unexpected events and changes. SWP aims to optimize costs by preventing overstaffing and ensuring that the organization can always deliver on business objectives by limiting the risk of understaffing. It is conducted by HR but led by business and HR leaders.

As explored in our HR Metrics & Dashboarding Certificate Program, the goal of strategic workforce planning is to have a workforce with the right size, shape, cost, and agility.

- The goal of size revolves around the number of people and job roles. A workforce that is too large is overstaffed and works inefficiently. Conversely, a workforce that is too small means that the company isn't producing what it potentially could produce. An excess of vacancies can be a good indicator of this.

- The goal of shape refers to having the right workforce configuration with competencies needed today and tomorrow. It also involves succession management.
- The goal of cost is to reach an optimum labor cost. Excessive labor costs can bankrupt the company, but costs that are too low may result in an inadequate workforce to complete the work.

The goal of agility is about having a workforce that is lean and flexible and can adapt to changing market demands.

What are the major objectives of strategic workforce planning?

The primary objectives of strategic workforce planning ultimately enable companies to successfully plan for the future and maintain a competitive advantage in the market.

Some of these objectives include:

- Assessing talent and skill gaps
- Forecasting talent supply/demand
- Ensuring the business has the right people in place at the right time
- Preparing the business for unexpected events and changes
- Improving agility and adaptability in the workplace
- Mitigating risk while optimizing labor costs • Adapting to new technology solutions and resources
- Exploring new untapped markets to meet future demands and expansion.

II. INDUSTRY PROFILE

Healthcare Product Management encompasses the end-to-end process of bringing a healthcare product or service from concept to market. This includes identifying market needs, defining product requirements, collaborating with cross functional teams, overseeing development, ensuring compliance with healthcare regulations, and managing the product lifecycle. Unlike other industries, Product Management in healthcare requires a deep understanding of clinical environments, patient safety, and regulatory landscapes, making it a complex and highly specialized field.

Healthcare Product Managers work at the intersection of technology, healthcare, and business. product strategies, ensuring that the final product not only meets technical and clinical specifications but also delivers value to end users— whether they are healthcare providers, patients, or administrators. This role is critical in a sector where the stakes are high, and the margin for error is minimal.

The World Health Organization (WHO) began producing annual life tables for all Member States in 1999. These life tables are a basic input to all WHO estimates of global, regional and country level patterns and trends in all-cause and cause specific mortality.

A "healthcare world strategy" generally refers to a global plan aiming to achieve universal health coverage (UHC), meaning everyone has access to quality healthcare services without financial hardship, often focusing on initiatives like strengthening health systems, promoting preventative care, addressing infectious diseases, and utilizing digital health technologies to improve accessibility and equity across the world, primarily led by organizations like the World Health Organization (WHO).

WHO works worldwide to promote health, keep the world safe, and serve the vulnerable. Our goal is to ensure that a billion more people have universal health coverage, to protect a billion more people from health emergencies, and provide a further billion people with better health and well-being.

- focus on primary health care to improveaccess to quality essential services
- support people's participation in national health policies
- work towards sustainable financing and financial protection

III. NEED OF THE STUDY

To Analysing the Strategic Workforce planning (SWP) in the organisation and Also every company as follow their Structures form of Company size and continual process of identifying gaps in workforce and developing a methodical people plan to ensure an organization has the employee skill set and knowledge needed to meet current and future business goals. Strategic Workforce planning was the demand based concept in the Organisation overflow of sales as reach frequently in market demand increase of product and services as Workforce planning will be increase in workforce and production will be increase and also supply meet increase demand will decrease due market Inflation and Workforce will be reduce present and future will be differs in market and make stability on Workforce planning will be reduce Expenses in market performance Every Strategic Workforce planning must have a backup for market extension and Organization Growth will be sustain in the market.

IV. OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVES

- To Study the impact of strategic Workforce planning on organizational performance with reference to **TTK HEALTH CARE (India) Limited**

SECONDARY OBJECTIVES

- To identify the key components of effective strategic Workforce planning.
- To Study the role of strategic Workforce Planning needs on forecast the future demand and retention.
- To examine the influence of Operational and HR strategic workforce planning on workforce productivity.
- To analyse the relationship between strategic workforce planning and organizational Gaps.
- To understand the challenges and barriers in implementing strategic workforce planning for talent Retention for the same time.

V. SCOPE OF THE STUDY

The Strategy Workforce planning it is essential to know the Various field Gaps and the Diversity workforce Planning is different apart to know various field workflow will be understand required in each field And its scope ranges from work force planning, selection & recruitment, training need to assess for future goal achieve and this is an important aspect of identifying gap and Needs various field and their goal will be satisfied on Human resource strategy workforce planning for organisation to sustain in a market short term and long term goals and develop a business to expand in market condition and so build Workforce strategy to developing each department to make work as faster and sustain in market and day by day activities will be Smooth to Achieve Organization Goal and make some profit From cost-cutting on workforce strategic planning also must use risk reward strategy for production stability in market.

VI. LITERATURE REVIEW

According to **Ryan Turner (2025)** The integration of Big Data and Artificial Intelligence (AI) into workforce planning and development has significantly transformed the employment landscape, offering innovative solutions for talent acquisition, skill development, and strategic workforce management. Organizations are increasingly leveraging data analytics and AI driven insights to optimize workforce

strategies, predict future skill demands, and enhance employee engagement. This paper explores the role of Big Data and AI in workforce planning and development, analysing their impact on decision making processes, talent management, and workforce adaptability.

According to **Alphonsa S Johnna , Aajaz Ahmad Hajam (2024**) This study examines the use of predictive analytics in Human Resource Management (HRM) to enhance employee engagement and optimize workforce planning. It explores how data-driven insights enable proactive HR strategies, improve retention, and align workforce plans with organizational objectives. . Findings as been used on Predictive analytics enables organizations to identify at-risk employees, personalize engagement strategies, and forecast future workforce needs. It improves recruitment processes by identifying candidates likely to succeed and reduces turnover by analysing risk factors such as job satisfaction and performance metrics. Workforce planning benefits include accurate skill gap identification, and staffing need predictions and driven culture and sustainable workforce management

According to **Kiran Kumar Reddy Yana Mala (2024)** Workforce planning is a critical component of talent management, essential for aligning organizational needs with human capital to achieve efficiency, productivity, and long-term success.

This paper explores the integration of Artificial Intelligence (AI) and predictive analytics into workforce planning as a proactive solution to these challenges. We propose a comprehensive framework that incorporates AI-driven predictive analytics into workforce planning processes. The framework focuses on three key areas: skills gap analysis and workforce forecasting, dynamic workforce allocation, and proactive succession planning.

According to **Desmond Ampaw-Asiedu, Eli Kofi Avickson (2024)** In an era marked by fast economic changes and increasingly dynamic market landscapes, financial forecasting and planning are essential for businesses striving for sustainable growth. This study consist of predictive models that focuses agile financial planning by adapting forecasts in response to emerging trends and macroeconomic factors. These models leverage advanced data analytics and machine learning algorithms to produce adaptable, forward-looking projections, which allow businesses to refine their strategic financial decisions in real-time. By incorporating a wide range of economic indicators, these predictive models enable financial planners to respond proactively to fluctuations in the global economy, optimize resource

allocation, and mitigate risks associated with unforeseen economic shifts. In parallel, the application of artificial intelligence (AI) in workforce optimization represents a strategic approach to talent management. Leveraging AI-driven models, organizations can forecast labour demands, allocate human resources effectively, and enhance employee engagement.

According to **Chippy Mohan , Sandhya D (2024)** Workforce management in the education sector, particularly in teaching roles, has become a pressing challenge in rapidly growing regions like Bangalore and Kerala. This study aims to explore strategic action plans for managing workforce shortages and surpluses within teaching jobs in these two distinct regions. While Bangalore faces a rising demand for skilled educators due to the influx of schools and educational institutions catering to a growing urban population, Kerala struggles with an oversupply of qualified teachers, leading to unemployment and underemployment. The study also explores the impact of these practices on organizational sustainability in educational institutions. By conducting qualitative and quantitative analysis across a range of schools and colleges, the research provides insights into the regional factors contributing to workforce fluctuations and offers strategic recommendations to ensure the right balance of teaching staff. In doing so, it highlights the need for a dynamic approach to workforce management in education, tailored to the evolving needs of both urban and rural settings.

VII. RESEARCH METHODOLOGY

Research Methodology refers to a systematic and organized process of Investigating, studying and analysing a specific issue or problem to generate new Knowledge or understanding. Research typically involves the collection and analysis of data, the formulation of hypothesis of research questions, and the drawing of conclusions based on evidence.

Sampling design :

Strategic Workforce Planning Research is Based on **(Simple random sampling)** As been research design as Based in the Organisation.

POPULATION: The Employees of "TTK HEALTHCARE INDIA LIMITED" is the place of the study. The Employees of the company are 500, and it forms the work place for the current study.

SAMPLE SIZE: Number of the sampling units selected from the population is called the sample size. Sample of 207 respondents were obtained from the population.

Primary Data:

Primary data collection is the process of gathering data through surveys, interviews, or experiments. A typical example of primary data is household surveys. In this form of data collection, researchers can personally ensure that primary data meets the standards of quality, availability, statistical power and sampling required for a particular research question. With globally increasing access to specialized survey tools, survey firms, and field manuals, primary data has become the dominant source for empirical inquiry in development economics.

Secondary Data:

Secondary data is data collected by someone other than the actual user. It means that the information is already available, and someone analyses it. The secondary data includes magazines, newspapers, books, journals, etc. It may be either published data or unpublished data..

STATISTICAL TOOLS:

SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE):

SPSS (Statistical Package for the Social Sciences), also known as IBM SPSS Statistics, is a software package used for the analysis of statistical data.

Although the name of SPSS reflects its original use in the field of social sciences, its use has since expanded into other data markets. SPSS is commonly used in healthcare, marketing and education research.

- **PERCENTAGE ANALYSIS**
- **REGRESSION**
- **CORRELATION**
- **CHI-SQUARE**
- **ANOVA**

PERCENTAGE ANALYSIS:

Percentage analysis refers to the method of calculating the percentage for all the research related activities and which are used to compare all the ratios, trends and all other requirements in the analysis.

Percentage= (No of respondents/Total number of respondents) *207.

CORRELATION:

Correlation analysis in research is a statistical method used to measure the strength of the linear relationship between two variables and compute their association. Simply put -correlation analysis calculates the level of change in one variable due to the change in the other.

When r=-1, It means there is a negative correlation between the variables.

When r=0, It means there is a positive correlation between the two variables. In this relationship between Rate of your organization overall performance on Workforce planning in the past year and Employee Satisfied on Current job in the Organization.

CHI-SQUARE:

The chi – square test is also known as non-parametric test or distribution free test is used when it is impossible to make any assumptions about population or when the researcher is unable to estimate the population's parameters.. In this Experience of the Respondent and Future Workforce gap as Planning Needs on Proactive in the Organization and how far the role has been effective is measured.

ANOVA:

Analysis of variance (ANOVA) is an analysis tool used in statistics that splits an observed aggregate variability found inside a data set into two parts: systematic factors and random factors. The systematic factors have a statistical influence on the given data set, while the random factors do not.

Analysts use the ANOVA test to determine the influence that independent variables have on the dependent variable in a regression study. In this Age and Satisfied on Opportunities from Monitoring Evaluation Development in the organization and how far they are aware about the Strategic workforce planning in the organization.

REGRESSION:

Regression is a statistical method used in finance, investing, and other disciplines
100
90
80
70
60
50

Percent
40
30
20
10
0
41.6 42.0
2.9 5.8 7.7

Opition that attempts to determine the strength and character of the relationship between one dependent variable (usually denoted by Y) and a series of other variables (known as independent variables). In this Relationship between Gender and Involved on the Development of strategic Workforce planning in your organization.

1. Table showing Age of the respondent:(In years)
Age of the respondent

S. No	Age of the respondents	No of Respondents	Percentage
1	18-28 yrs	87	42.0
2	28-38 yrs	86	41.6
3	38-48 yrs	16	7.7
4	48-58 yrs	12	5.8
5	58 yrs & Above	6	2.9
	Total	207	100.0

2. Table showing gender of the respondent gender of the respondent

S. No	Gender of the respondents	No of Respondents	Percentage
1	Male	183	88.4
2	Female	24	11.6

	Total	207	100

From the above table inferred that 34.3% of the respondents are 12th qualified,29.0% of them are

Total	Total	156	100

Interpretation:

From the above table inferred that 88.4% of the respondents are Male and 11.6% of the respondents are Female.

Interpretation:

From the above table infers that 43.0 % of the respondent are under 5-10years, 20.8% of the are under Below 5 years, 25.1% of them are under 10- 15 years and 9.2% of them are under 15- 20years,1.9% of them are under 30 years.

Chart No 2.2 (b) Showing gender of the respondent Interpretation:

From the above table infers that 42.0% of the respondent are under 18-28 yrs,41.6% of the are under 28-38 yrs,7.7% of them are under 38-48 yrs,5.8% of them are under 48-58 yrs and 2.9% of them are 58yrs & Above.

Chart No 2.4(d) Showing Experience of the respondent:
UG,16.9% of them are PG,13.5% of them are 10th and 6.3% of the respondents are Below 10th qualified.

Chart No 1.(a) showing Age of the respondent
Percent
200 150 100 50
0
88.4
11.6 Female Male
Opition

Chart No 2.3(c) Qualification of the respondent
40
Percent
50 45 40 35 30 25 20 15
43
25.1
20.8
9.2 **Percent**
35 30 25 20
13.5 16.9
29
34.3
10 5
0
1.9
30
Years
15-20 Years
Below 5 Years
10-15 Years
5-10 Years 15 10 5
0
6.3
Below 10th
10th PG UG 12th **Opition**

2.3 Table showing Qualification of the respondent:
Qualification of the respondent

S. No	Educational qualification of the respondent	No of Respondents	Percentage
1	10th	28	13.5
2	12th	71	34.3
3	UG	60	29.0
4	PG	35	16.9
5	Below 10th	13	6.3
	Total	207	100

Opition

2.5 Table Showing Designation of the respondent
Designation of the respondent

Interpretation:

2.4 Table Showing Experience of the respondent:

Experience of the respondent

S. No	Experience of the respondent	No of Respondents	Percentage
1	5-10 yrs	89	43.0
2	Below 5 yrs	43	20.8
3	10-15 yrs	52	25.1
4	15-20 yrs	19	9.2
5	30 Years	4	1.9

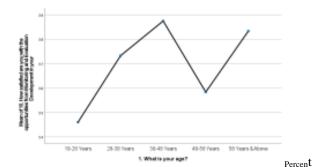| S. No	Designation of the respondent	No of Respondents	Percentage
1	Finance Department	19	9.2
2	HR Department	10	4.8
3	Maintenance Department	32	15.5
4	Quality Department	83	40.1
5	Staff	63	30.4
	Total	207	100

Interpretation: From the above table inferred that 40.1% of the respondents are Quality
Department,30.4% of them are Staff ,15.5% of
them are Maintenance Department,9.2% of them are Finance Department and 4.8% of the respondents are HR Department.
Chart No 5. (e)Showing Designation of the respondent
50
40.1

Percent

40 30 20 10 0
30.4
4.8 9.2 15.5
Opition

Means plots

INTERPRETATION:

Here the Significance was Occurs and has a value 0.591 is less than 0.05.Hence H0 is Accepted.

RESULT: There is a significant difference

ANOVA

NULL HYPOTHESIS(H0):

There is no significant difference between Age and Satisfied Opportunities from Monitoring Evaluation Development in the organization.

ALTERNATIVE HYPOTHESIS(H1):

There is a significant difference between Age and Satisfied on Opportunities from Monitoring Evaluation Development in the organization.

STATISTICAL TEST:

Means plots
ONE-WAY ANOVA used as the above hypothesis

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.651	4	1.163	.703	.591

Within Groups	333.958	202	1.653		
Total	338.609	206			

between age and Satisfied are you with the opportunities from Monitoring and Evaluation Development in the Organization.

CHI SQUARE:

NULL HYPOTHESIS(H0):

There is no Significant Difference between Organization Experience of the respondents and Future Workforce gap as Planning Needs on Proactive in the Organization.

ALTERNATIVE HYPOTHESIS (H1):

There is a signification difference between Organization Experience of the respondent and future workforce gap as planning Needs on proactive in the Organization.

Test Statistics		
	How many years have you been with the organization?	How proactive is your organization in planning for future workforce Gap needs?
Chi Square	103.411[a]	78.966[a]
Df	4	4
Asymp. Sig.	.000	.000

INTERPRETATION:

Here the significance was Occurs and has a value 0.000 is less than 0.05. Hence H0 is Rejected. **RESULT:**

There is no Signification Difference Between Organization Experience of the Respondent and Future

Workforce gap as planning Needs on Proactive in the Organization.

CORRELATION

NULL HYPOTHESIS(H0):

There is No significant difference between Rate of your organization overall performance on Workforce planning in the past year and Employee Satisfied on Current job in the Organization.

ALTERNATIVE HYPOTHESIS(H1):

There is a significant difference between Rate of your organization overall performance on Workforce planning in the past year and Employee Satisfied on Current job in the Organization.

		How would you rate your organization's overall performance on Workforce planning in the past year?	How satisfied are you with your current job?
How would you rate your organization's overall performance on Workforce planning in the past year?	Pearson Correlation	1	.072
	Sig. (2-tailed)		.303
	N	207	207
How satisfied are you with	Pearson Correlation	.072	1

your current job?	Sig. (2-tailed)	.303	
	N	207	207

INTERPRETATION:

Here the significance was Occurs as 0.303 Which is less that 0.05. Hence H0 is Rejected.

RESULT:

There is No significant difference between Rate of your organization overall performance on Workforce planning in the past year and Employee Satisfied on Current job in the Organization.

VIII. FINDING OF THE STUDY

The Study Found that Respondent are Separated into Understand a Organisational performance and Market Performance as been Depend on the Employee Performance in the Strategic Workforce Planning to Achieve Organisation Goal.

- According to the study conveys that 79.5% of the respondents Agree on organization identifies areas of 18-28 years respondents on organization.
- From the study conducted reveals that 91.7 % of the respondents male for selecting the right candidates for the organization.
- According to the study found that 35.9 % of the respondents with education of employees for future career progressions.
- From the study it is found that most of the respondents are in the organization due to 5- 10 years of people as concentrate on organisation performance.
- According to the study found that 32.1% Current position of employee in the organisation.
- From the study of 37.2 % it is values found that most of the respondents aware about through Development of strategies Workforce Planning in the Organization Development as Satisfied.
- Above study 36.7 % of HR Workforce Planning with Overall Diversity of Alignment for a business goal in the Organisation as Satisfied.
- Majority of employee Opportunities on Workforce Analysis engagement as effective 38.6 % of both

Highly satisfied and Highly Satisfied respondents in Organisation.

- From the study of 31.4 % of the employee opportunities as engage in the Talent Acquisition Practices in Organization satisfied from the Organisation.
- The Above study found that 35.7 % of Satisfied on Prioritize To Utilize Talent Development program in the Organization.
- From the study found that 36.2 % Approaches Believe Strategic Workforce Planning has contributed for organisation Development as Agree in the organisation.
- The Above study finds that 30.0 % of Respondent on rate your Organization Overall Performance on Workforce planning on past year in the Organization is Highly Satisfied of Overall Performance.
- The Prioritize on Above studies as been 35.3 % of Employee Satisfied on Current Job as been Neutral in the Organization.
- From the SPSS tool ANOVA it is Concluded there is a significant difference between age and Satisfied are you with the opportunities from Monitoring and Evaluation Development in the Organization.
- From the SPSS tool Chi-Square it is Concluded that There is no Signification Difference Between Organization Experience of the Respondent and Future Workforce gap as planning Needs on Proactive in the Organization.
- From the SPSS tool Correlation it is concluded that there is No significant difference between Rate of your organization overall performance on Workforce planning in the past year and Employee Satisfied on Current job in the Organization.
- From the SPSS tool Regression it is Concluded that there is a significant difference between Gender and Involved on the Development of Strategic Workforce planning in your Organization.

IX. SUGGESTIONS OF THE STUDY

- A Strategic Workforce Planning is the purpose of critically thinker and Creative thinking as been Play a major role Workforce Planning in organisation.
- In every situation as based on the organization Performance with the sustainable workforce planning on Different Position and it has been framed in several organisation for obligation to sustain in market place.
- This study as been created awareness about Strategic Workforce implementation in organisation and seen the various point of view as been differ in the production

department, finance department, Marketing department, Supply chain management, Human Resource in this department various Workforce Strategy as been following in the Organisation Structure.

- This Strategic Workforce Planning not based on industrial place and IT company in this Strategy was not predictable but we can Suggest and Pre-Planned in the organisation on Workforce planning for Future Commitment of Organization and also Society for future forecast in long team and short term goal by implement of Strategic Workforce Planning.

- And this Strategic Workforce Planning is sensitive one in Strategic Human Resource Planning on Every Organization Follow their Rules and Regulation on Hiring a Employee is More Important For Future Organization as been Determined in the Market Stability.

X. CONCLUSION

Strategic Workforce planning is the core principle of Human Resource planning and that will various Department will interlink in the organisation. In today's Competitive world, strategic Workforce planning contributes to organisational success only when it is well aligned with company objectives and has an employee centric approach. when organisation implement Strategic workforce planning plans their practices, it improves performance drastically in workforce on employee Recruiting .strategic Workforce planning manages of any organisation is influential in employee commitment in exhibiting positive and flexible attitudes at work and it is always needed for the image of Potential employee in the organisation. these are critical in relations with in or outside of the organisation which are dependent on trust build on their performance in the organization. Employees performance and Employee Work life balance in the organisation manages without effect Company reputation together lead to higher customer satisfaction specially for service based organisation. these practices develop a sense of a supportive organisation environment and employee Workforce centric. Management that ultimately boost the behaviours that contribute to achieving organisational objectives. Thus ,strategic Workforce planning and implementing practices stimulate business growth on business Market .no matter how well the organisational plans are constructed ,an employee Attitude plays a critical role in success or failure in workforce in the organization.

Workforce Analytics, the fourth essential element, leverages data to inform decision-making in strategies on Workforce planning. By analysing metrics related to performance, turnover, skill gaps, and employee engagement,

organizations can make informed choices that drive efficiency and effectiveness in their workforce planning efforts Lastly, Diversity and inclusion, the fifth vital component, acknowledges that a diverse workforce fosters innovation and creativity knowledge on hiring which drastically Business Growth depend. By actively promoting inclusivity, organizations create a culture that respects different perspectives and backgrounds verification Hiring employee on True educational and experience employee important in the organization helps to avoid fraudulent, leading to enhanced collaboration and a broader range of ideas. In the following sections, we will delve deeper into each of these components, exploring how they contribute to the broader framework of Strategic Workforce planning These building blocks, when integrated harmoniously, form a comprehensive strategy that empowers organizations to tackle challenges, adapt to change, and excel in a competitive business landscape.

Strategic Workforce planning Diversified on Various IT and non IT organization department like product Market and Services market in Competitive world and Industrial sector as been totally different from IT sectors and also Workforce analyse and Workforce Planning will be different in IT sector and Industrial sector as been manages the projects needs and Production needs will be different to build Their Strategic Workforce planning in the organization.

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