

A STUDY ON HUMAN RESOURCE PLANNING AT RANE BRAKE LINING LIMITED, PUDUCHERRY

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ABSTRACT

The research is under the theme “A STUDY ON HUMAN RESOURCE PLANNING” and the survey is carried out in the company called **RANE BRAKE LINING LIMITED, SANYASIKUPPAM VILLAGE, PUDUCHERRY, 605107**. The sampling procedure is simple random sampling. The research adopted a descriptive research design. Since the organization needs to improve, it is also recommended to improve interpersonal relations between employees.

KEY WORDS

Human Resource Planning, Survey, Descriptive Research design, Interpersonal Relations, Sampling Procedures, Organizational Development, Employee Relations.

INTRODUCTION

Human Resource Planning (HRP) is a method designed to ensure that an organization has the human resources it needs to achieve its goals. The process involves predicting future human needs and developing strategies to meet these needs. HRP ensures the right talent is in the right place at the right time, ensuring employees are ready to work with each organization's strategy. This relationship is important for organizations to quickly adapt to changes in the business environment and maintain competitive advantage.

HRP involves the way companies anticipate and plan for future workforce needs rather than meeting those needs as they arise. This approach enables organizations to manage their human resources more effectively and meet current and future needs. Through careful analysis and planning, HRP helps identify gaps in the workforce, predict job performance, and plan training and development. This approach not only helps in getting the best out of existing employees but also helps in finding new talent. Effective HRP contributes to overall productivity and profitability by ensuring employees are competent, motivated, and aligned with company goals. Additionally, by anticipating and preparing for challenges, HRP minimizes disruptions that could affect the organization's operation. In essence, HRP is an important part of the organization's strategy that supports the success of the business through careful planning and management of human resources.

LITERATURE REVIEW

By Osazevbaru, Henry (2023)

This study examines the relationship between human resource planning and performance in telecommunication companies in Delta State. The purpose of this study is to determine the relationship between employee predictions and job performance; Relationships. The study adopted a cross-sectional research design. The sample size is 169 people selected from HR managers of telecommunication companies. Data collected from the survey were analyzed using descriptive statistics, correlation and multiple regression. The findings show a strong relationship between human resource planning (performance forecasting, recruitment and selection, training and development, and employee retention efforts) and organizational performance. According to the research, it is recommended that human resources managers in telecommunication companies align their human resources planning with the goals of the organization and review the plans from time to time. At the same time, human resource managers should take steps to retain skilled employees as this will improve the performance of the organization.

- Intelligence and Neuroscience, C. (2023). Retracted:: Analysis of Enterprise Human Resources Demand Forecast Model Based on SOM Neural Network.
- Cachón-Rodríguez, G., Blanco-González, A., Prado-Román, C., & Del-Castillo-Feito, C. (2022). How sustainable human resources management helps in the evaluation and planning of employee loyalty and retention: Can social capital make a difference?. *Evaluation and program planning*, 95, 102171.
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OBJECTIVES OF THE STUDY

Primary Objective:

To study about the Human Resource planning at Rane Break line limited

Secondary Objective:

1. To assess employee satisfaction with the Training and Development initiatives provided by the organization.
2. To evaluate the impact of Training and Development programs on the creation of new opportunities for growth within the organization.

METHODOLOGY ADOPTED FOR THE STUDY

i. Sampling design

Total population : 452 employees

Sample size : 137 employees

Sampling method: Simple random sampling

ii. Data collection

- Data collection was administered using structured questionnaire

iii. Construction of questionnaire

The questionnaire was designed with both open and close ended questions, for which the respondents were asked to respond according to their perception. The questionnaire was physically distributed to the respondents with the help of printed questions. Likert scale method was adopted for the answering the questionnaire, which ranges from

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree

e. Strongly Disagree

STATISCAL TOOL USED

- **Correlation 1:** This test was used to study the relationship between satisfaction level of the manpower planning process and the satisfaction level of T&D program provided by the organization.
- **Correlation 2:** This test was used to study the relationship between opportunities for growth and development and T&D enriches skill related to the current job.

CORRELATION 1

ANALYSIS USING CORRELATION TO ASSESS EMPLOYEE SATISFACTION WITH THE TRAINING AND DEVELOPMENT INITIATIVES PROVIDED BY THE ORGANIZATION.

HYPOTHESIS:

- **NULL HYPOTHESIS (H0):** There is no significant relationship between satisfaction level of the manpower planning process and the satisfaction level of T&D program provided by the organization.
- **ALTERNATE HYPOTHESIS (H1):** There is significant relationship between satisfaction level of the manpower planning process and the satisfaction level of T&D program provided by the organization.

Correlations

		Planning Process	Training
Planning Process	Pearson Correlation	1	.874**
	Sig. (2-tailed)		.000
	N	137	137
Training	Pearson Correlation	.874**	1
	Sig. (2-tailed)	.000	
	N	137	137

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

INFERENCE

From the table it is noted that the R value is 0.874, is found there exist a strong relationship between satisfaction level of the manpower planning process and the satisfaction level of T&D program provided by the organization.

CORRELATION 2

ANALYSIS USING CORRELATION TO EVALUATE THE IMPACT OF TRAINING AND DEVELOPMENT PROGRAMS ON THE CREATION OF NEW OPPORTUNITIES FOR GROWTH WITHIN THE ORGANIZATION.

HYPOTHESIS:

- **NULL HYPOTHESIS (H0):** There is no significant relationship between opportunities for growth and development and T&D enriches skill related to the current job.
- **ALTERNATE HYPOTHESIS (H1):** There is significant relationship between opportunities for growth and development and T&D enriches skill related to the current job.

RESULT:

Correlations

	growth and development	and D enriches employee skill
growth and development Pearson Correlation	1	.773**
Sig. (2-tailed)		.000
N	137	137
T and D enriches employeeskill Pearson Correlation	.773**	1
Sig. (2-tailed)	.000	
N	137	137

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

INFERENCE:

From the table it is noted that the R value is 0.773, is found there exist a strong relationship between opportunities for growth and development and T&D enriches skill related to the current job.

FINDINGS

- From the correlation 1, it is inferred that there is significant relationship between the manpower planning and T & D provided by the organization.
- From the correlation 2, it is inferred that there is significant relationship between opportunities for growth and development in current role of the employees and provided T & D enriches the skills of the employees in their current job role.

SUGGESTIONS:

- Attention on targeted recruitment efforts and enhancing the effectiveness of the interview panel.
- Make use of on-line platforms successfully to put it up for sale process vacancies and attract appropriate applicants.
- Increase and incentivize employee referral programs to capitalize on current worker networks for recruitment.
- Preserve making an investment in education and improvement applications to enhance employee capabilities and decorate job overall performance.
- Maintain proactive identification and addressing of ability gaps among personnel to stay aggressive.
- Prioritize clear communication of HR guidelines and procedures to ensure worker know-how and engagement.
- Align reimbursement with qualifications and stories to promote equity and fairness.
- Decorate integration among manpower planning and T&D tasks to align team of workers development with organizational goals.
- Continue promoting boom opportunities and career advancement pathways for personnel.

CONCLUSION:

In end, this research study delved into the Human useful resource making plans system at Rane Brake Lining restrained, Puducherry, aiming to apprehend its efficacy and effect on employee overall performance. through a combination of primary and secondary facts series methods, together with surveys and analysis of organizational information, the observe uncovered several key findings and implications.

The findings revealed that a massive part of respondents had been normally happy with the Human useful resource making plans strategies inside the employer, particularly regarding recruitment, education and improvement, and overall performance control. however, areas for development have been identified, such as improving interpersonal relationships amongst employees and refining the recruitment system to make certain higher fit and effectiveness.

Furthermore, the studies highlighted the significance of targeted recruitment efforts, leveraging on-line structures for activity advertisements, and increasing worker referral packages to optimize recruitment results. additionally, it emphasised the need of continued investment in schooling and improvement programs to decorate employee abilities and performance, aligning group of workers development tasks with organizational goals.

Furthermore, the take a look at underscored the significance of proactive identity and addressing of talent gaps among personnel to hold competitiveness and foster profession development possibilities. clear verbal exchange of HR rules and procedures, fair compensation practices, and the integration of manpower making plans with schooling and improvement initiatives have been also emphasised as important elements for organizational fulfilment.

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