

"MANPOWER/HUMAN RESOURCE IN MANUFACTURING PLANTS"

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Abstract - There are many businesses where there is need of man power. Even though there is new technologies immersing out still demand of man power is there. Most important things to handle the manpower is motivate the people, understand their problem that what they actually feel about their work, support them and understand them how much they and their work is important for the organization and always appreciate their good work due to which next time they will try to make more efforts to give enhancing results. The aim of this research is to study and understand the different categories of man power and Handling of them by using different technique. Proper handling of the man power can give more benefits to any organization and also satisfy the employee. This can also tend to use minimum work force with maximum benefits. This report MapQuest the critical role of the "tech," or manufacturing technical Worker, in the contemporary manufacturing industry. Currently there still no tech that completely fulfill the man power need. So we must run organization with man power by handling them.

Key Words: Man power in industry.

1. INTRODUCTION

What is Human Resource Planning?

There are N number of goals of any organization it may be short term goal and long term goal. Identifying, Arranging, Planning, managing the human resource with the affordable economy to achieve the predefined goals of an organization is called as Human Resource Planning.

There are groups in manufacturing environments like white collar x blue collar or Management vs. labour. But now a days there is two distinct categories like skilled vs. unskilled and Technician vs. non technician. Today's industrial area is now developing by most involvement of computer. Computer aided work force is in high demand. And so the related work like CNC programmer, printer, operator and so many related work is in high demand. Creating, finding, and retaining workers in this manufacturing category are already becoming critical factors in the success of advanced manufacturing. Currently its bigger issues of the methods of employment and development of people in the above field where new technology and human resource combinations are used in many organizations. In any manufacturing unit there is no sense to deadly invest for human resource as the most industry are utilizing robots and related tech.so the concerned technicians they require. To arrange and manage such type of human resource is a big task.

Currently in every manufacturing field the working environment and the infrastructure/facilities are the biggest

issue by the working people. That is the reason to manage the man power by providing less resources is a big task.

Research objective: Why and how to make man power management planning in industry.

1.1 What is the purpose of man power planning?

- To make attraction to come to work in organization and also try to make stability in organization by retaining the man power having skills, expertise.
- Development of semiskilled and skilled people.
- Reduce recruitment by using external help.
- Development in organization
- New system implementation by using the available man power and to train them instead of new recruitment.

1.2. What are steps for Human Resource Planning?

Before planning the human hands in organization it is important to make clear the business goal. The current business status, forecasting of business, your future plans about business are the main things for any decision making. Human resource planning is the process by which the correct candidate for the correct job is selected.

- Business Goal- past, current, future status of your business is the basic thing to plan for human resource requirement for the coming days.
- Strategic planning-After business forecasting it is very easy to make a strategy for skilled, semiskilled employee or management trainee/employee.
- Work planning-It is important to decide type of current work and upcoming type of work to recruit the required manpower
- Turnover of manpower-As it totally depends on work environment in your organization and the pay you are ready to give them. It is important to reduce the manpower incoming and outgoing ratio that makes your organizations brand in the world.
- Manpower requirement-your current manpower and work ratio can show your recruitment or termination of the people. Also your organizational output show that either you can arrange training for the current employee or need new people.
- Observation-you can observe the recruitment results by calculating and comparing the output of organizational goal. Also you can make internal changes of the employees to achieve the desired result. Some qualities of employees can make you to think that the employee can be shifted internally to achieve good results in weak areas.
- Quality and quantity-You can decide the quantity of required persons for the specific task and required minimum

educational/skill qualification to achieve the organizational goal. Sometimes it is not required highly qualified people for some tasks.

- Feedback-It is important to take feedback of the human resource planning to fulfill the gap between requirement and actual plan. Also to remove the deficiencies or unwanted people.

Table -1: Sample Table format

Country	OECD (percentage of labour force)	EUROSTAT (percentage of labour force)	OECD (standardized)
Belgium	10.3	8.2	8.1
Denmark	11.1	9.5	-
Germany	7.7	4.5 (*)	4.8
Greece	7.6	7.7 (**)	-
Spain	18.4	18.0	18.1
France	10.2	10.0	10.2
Ireland	17.2	17.8	16.1
Italy	10.7	10.3	10.5
Luxembourg	1.5	1.9	-
Netherlands	6.8	6.7	6.8
Portugal	4.0	4.7	4.1
UK	10.1	10.0	9.9

Here is one data below which shows the different country wise labor force in percentage. The requirement of the man power as a labor/executive depends on the number of factors. This factors may changes as per each country. This is mainly due to diversities of culture, geographical conditions, and habits

	Industrial plantations		Industrial wood and fuelwood production					Industrial wood from natural forests
	Establishment (annual rate in 1986)	Management (cumulative total in 1986)	Logs	Other industrial wood	Fuelwood			
					Industrial	Rural	Total	
 Thousand hectares Thousand cubic metres (m ³) per year in 1985					Percent
Argentina	26	613	5 136	4 585	410	7 790	8 200	35
Bolivia	5	74	297	290	185	3 515	3 700	80
Brazil	28	1 060	38 410	15 100	11 100	99 800	111 000	80
Caribbean area	29	557	4 091	1 784	5 236	7 855	13 091	95
Central America	2	30	8 420	2 202	4 711	18 842	23 553	95
Chile	40	1 242	6 187	7 339	121	2 289	2 410	10
Colombia	10	116	5 287	3 973	620	11 780	12 400	90
Ecuador	7	172	2 092	971	180	3 420	3 600	80
Mexico	10	160	8 062	7 282	440	8 300	8 800	95
Paraguay	1	7	461	55	80	1 520	1 600	95
Peru	12	220	1 317	1 088	215	4 085	4 300	80
Surinam, Guyana, French Guiana	1	26	900	450	2	38	40	90
Uruguay	3	213	261	346	42	808	850	50
Venezuela	3	40	1 292	1 801	300	5 700	6 000	90
TOTAL	177	4 620	82 213	47 286	23 642	175 902	199 544	

Table -2: Statically recorded worldwide data

Below data shows growth of man power requirement this may due to industrialization which make many job opportunities. As there is lot of growth in industry and technology the rate of need of man power is increasing each year. This is the main reason due to which the Canadian government also inviting skilled manpower from other countries as they are not capable to fulfill their man power requirement by themselves.

Functions of HRM

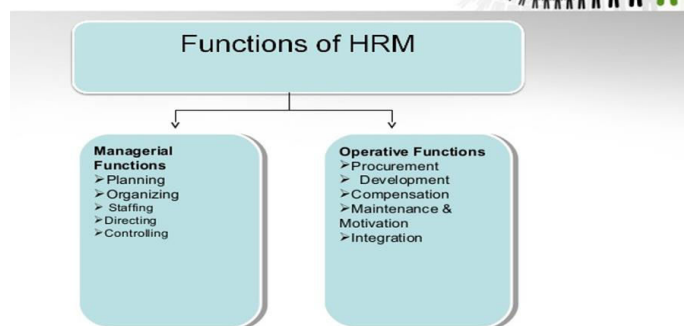
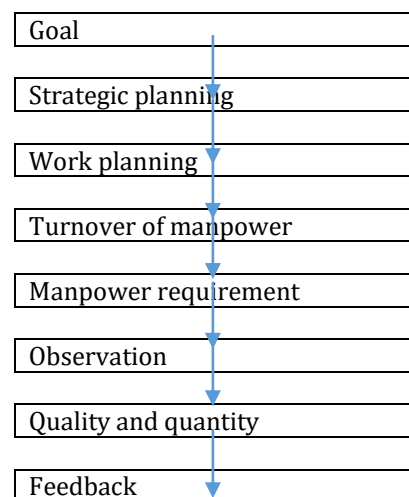


Fig -1: Functions of HRM

So before recruiting or arranging manpower for any Industry there must proper planning to avoid surplus manpower or lacking of man power. Below is the steps to make sure before recruitment.



Sometimes even after planning we may not possible to achieve the required results but we can be able to achieve it its nearby due to planning. The output of this is to make sure of proper organizational/industrial/production work without delays and in our budget. This make a positive reputation for the organization as it automatically reduces shuffling/turnover of employees. As manpower turnover reduces it gives us less training cost and more quality work. Which is the best thing of organizational budget.

3. CONCLUSIONS

Human resource coming up with is one among the main areas of human resource management. It makes to require many choices It permits the corporate to comprehend its goals, increase the effectiveness and competitiveness of enterprises within the marketplace. Human resource coming up with helps to cut back future uncertainty and to raised operate the organization.

A human resource arrange should make sure that there's the proper range and structure of individuals within the right jobs at the proper time. These folks ought to meet the desired business objectives. Otherwise, it's doable that business goals and plans might not be crammed and conjointly the competitors will dislodge the corporate from achieved market position

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