

A PROJECT REPORT
On the Topic
**MAN POWER PLANNING AND ITS
EFFECTIVENESS AT
VIJAYA ENERGY PLUS PVT LTD**

By
**Mr.RAKESH
PUSHPARAJU K M
USN:1CY18MBA41
MBA 4thSemester**

Submitted to VISVESVARAYA TECHNOLOGICAL UNIVERSITY,
BELAGAVI
in partial fulfillment of the requirements for the award of the
degree of MASTER OF BUSINESS ADMINISTRATION

Under the Guidance of

INTERNAL GUIDE
Prof.PrekshaYadav
Associate Professor
CMRIT

EXTERNAL GUIDE
Mrs.Asha A N
H R Manager
VijayaEnergy Plus Pvt Ltd



**DEPARTMENT OF MASTER OF
BUSINESSADMINISTRATION**
C M R INSTITUTE OF TECHNOLOGY
#132, AECS Layout, ITPL Main Road,
Kundalahalli, BENGALURU-560037
June 2020

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BENGALURU-560037

June 2020



Vijaya Energy Plus Private Limited

Class I Govt. Licensed Electrical Contractors & Engineers

Date:16.02.2020

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr.RAKESH PUSHPARAJU K.M USN No 1CY18MBA41 MBA student of CMR Institute of Technology Bangalore.Has undertaken with the topic of "A study on man power planning and its effectiveness at VIJAYA ENERGY PLUS PVT.LTD"Between 02.01.2020 to 16.02.2020.

He worked sincerely on his assignment and his performance was excellent.

We wish him best of luck for his future

For Vijaya Energy Plus Pvt Ltd


17/02/20
HR MANAGER

(Mrs. Asha A N)

Internship Guide



DECLARATION

I, **Mr Rakesh Pushparaju K M**, hereby declare that the Project report entitled "**Man Power Planning and its Effectiveness**" prepared by me under the guidance of **Prof. Preksha Yadav**, faculty of MBA Department, CMR Institute of Technology and external assistance by **Mrs. Asha A N, HR Manager** at Vijaya Energy Plus Pvt Ltd. I also declare that this project work is towards the partial fulfillment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi. I have undergone a summer project for a period of six weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted to any other University/Institution for the award of any degree/diploma.

Place: *Bangalore*

Date: *28/06/2020*

K.M. Rakesh Pushparaju
Mr. Rakesh Pushparaju K M

1CY18MBA41

ACKNOWLEDGEMENT

I have been fortunate enough to get good timely advice and support from a host of people to whom I shall remain grateful.

I take this opportunity to express my heartfelt thanks to **Dr. Sanjay Jain**, Principal, CMR Institute of Technology, Bangalore, for his support and cooperation to undertake and complete the project work.

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It gives me immense pleasure to record my thanks to my Internal Guide, **Prof. Preksha Yadav**, CMR Institute of Technology, Bangalore, for her valuable guidance and untiring support and cooperation in completing the project work.

I acknowledge the insights provided by my External Guide, **Mrs. Asha A N, HR Manager** at Vijaya Energy Plus Pvt Ltd who helped me to a great extent in completion of the project work.

And finally, there is deepest of thanks for the patience and cooperation of the family and friends, without whom the endeavour would not have been possible.

Mr. Rakesh Pushparaju K M

1CY18MBA41

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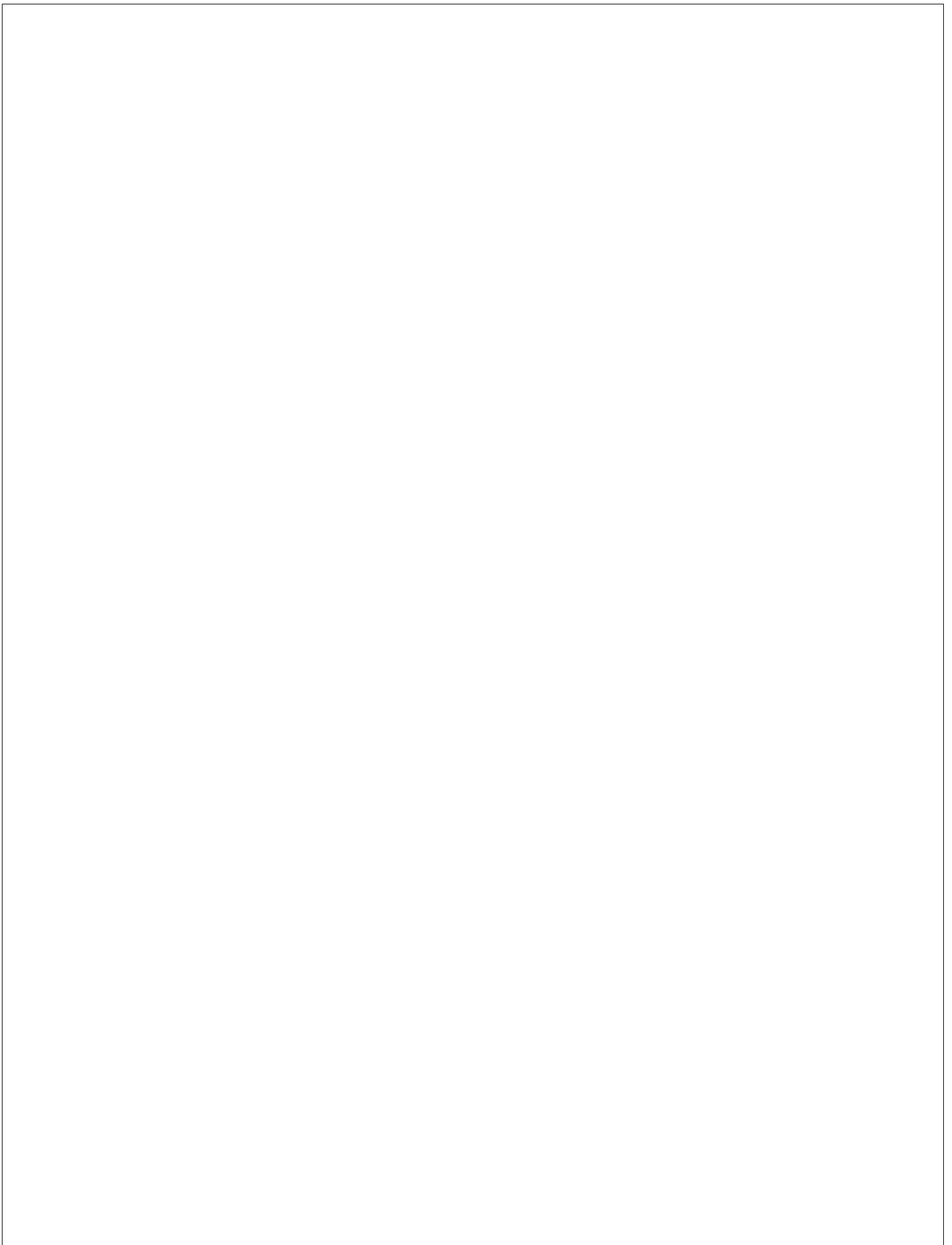
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EXECUTIVE SUMMARY

As part of the Business Administration master's degree curriculum at Visvesvaraya Technological University. After my 3rd semester I am expected to pursue a project work inside an organization. Internship enabled me to know the business world's relatives, and helped me to use the theoretical knowledge from the studying classroom. The study's main purpose is to examine the business issues facing us and to enlighten our understanding of the particular industry we want to work with.

The project research has provided me with a forum to bridge the difference between the theoretical classes and the world of action. This offered an opportunity to apply the business world's theoretical principles. This study was carried out through the collection of different sources. The collected data is general from observation and from secondary data.

The research aims to provide an overall insight to an organization's work and to relate the theoretical principles, the analysis was carried out by gathering relevant data from the company's records and also observations made during the internship.

The report is about introduction to the profile of the industry and the profile of the company. Earlier section of the study deals with the basic principle subject concerning the organization's benefit. This report is composed of business design, vision, purpose, goods and service profile, rival understandings, SWOT analysis, future progress and potential. The internship experience I had with Vijaya Energy Plus Pvt. Ltd was a great opportunity for learning and for the growth of the profession. It provided me an introduction to working for an company interacting with many other organizations, providing me with insights into what was the basis for operating within each of the businesses.

Personally I believe that building my awareness and my trust was a great opportunity for me. It has helped communicate with different department types of people within the company during different types of activities. In my experience and learning it has motivated me to pull my socks up.

It has been a wonderful experience during my entire internship with Vijaya Energy Plus Pvt. Ltd, Bangalore, and I believe to have gained ample knowledge over time.

CHAPTER-1

INTRODUCTION

"Human resource planning is the process of determining the requirements for manpower and the means to fulfill those requirements in order to implement the organization's integrated plan."

Human resource planning is an organized approach to conducting the preparation aspects of staff work in order to provide a sufficient supply of sufficiently trained and empowered personnel to perform the roles and duties needed to meet organizational objectives and meet the individual needs and expectations of the organizational members.

An company based on its requirements is preparing the right number and abilities of human resources to match its current and future needs and can begin recruitment and selection process after preparing the requirement of manpower. Upon an organization's selection of an individual as a member of its staff unit, the next step is to place him on the right job and direct him towards the organization.

MEANING

Manpower Management, also known as Human Resource Planning, consists of having the right number of people, the right type of people in the right place, the right time, doing the right tasks for which they are appropriate to achieve the organization's goals. Human Resource Planning has got an important place in the arena of industrialization. Human Resource Planning has to be a systems approach and is carried out in a set procedure.

Manpower Management, also known as Human Resource Planning, consists of having the right number of workers, the right kind of people in the right place, the right time, doing the utmost to accomplish the goals of the company. Human Resource Development plays an important role in the field of industrialization.

IMPORTANCE OF MAN POWER PLANNING

- **Key to managerial functions:** The four managerial functions are focused on the manpower, i.e. planning, coordinating, directing and regulating. Human resources aid with all these administrative tasks to be carried out. Staffing thus is a gateway to all administrative functions.
- **Efficient use:** Successful staff control is an essential feature in today's world of industrialisation. Setting up large-scale companies requires large-scale resource management. It can be achieved effectively through the staffing role.
- **Motivation:** Staffing not only means putting right people on the right job, but also requires motivational schemes, i.e. reward strategies to be designed for more participation and employ of workers in a concern.
- **Better human relationships:** When human relationships grow and are solid a problem will stabilize itself. In a problem, human relations are strong through efficient monitoring, direct communication, effective supervision and leadership. Staffing role also takes care of the work force training and development which leads to cooperation and better human relationships.
- **Higher efficiency:** Rate of output rises when resource is properly used. Higher efficiency is a function of reduced time, resources, effort and energy wastage. It is possible through staffing and related activities (evaluation of results, training and development, remuneration).

NEED OF MAN POWER PLANNING

Manpower planning is a two-phase process as manpower planning not only analyzes the existing human capital, but also allows projections of manpower and therefore draws job programs. Manpower preparation is useful for firming as follows:

- Shortages and surplus can be identified to allow rapid action where required.
- All the systems for recruiting and selection are focused on workplace preparation.

- This also helps to recognize the talents available in a problem and training plans can be chalked up to improve those talents accordingly.
- It helps in enterprise growth and diversification. Human capital can be readily accessible by personnel preparation, which can be used in the best possible way.
- It makes the company understand the value of resource management which ultimately helps to keep a concern stable.

OBSTACLES OF MANPOWER PLANNING

- **Under Manpower Utilization:** The biggest obstacle in the case of manpower planning is the fact that the industries usually do not make full use of their manpower and once manpower planning begins, it encounters heavy odds in stepping up the use.
- **Absenteeism level:** Absenteeism is very high, and has been rising over the last few days..
- **Lack of education and skilled labour:** The extent of illiteracy and the slow pace of skilled category development account for low employee productivity to the foe. Low efficiency has implications for the preparation of workforces.

INDUSTRIAL PROFILE

Computer industry or computer industry is a sub-sector of industry that produces and maintains machines for customers, business, and most other companies in the economy. Traditionally, this computer industry is part of the heavy industry. Many smaller firms are now considered part of the light industry in this area. Most machinery manufacturers are called machine factories.

The machine industry is an industry sub-sector that produces a variety of goods from power tools, different types of machines, and domestic to manufacturing machinery, etc. The machinery industry on the one hand provides:

The means of development for businesses in forestry, mining, manufacturing and construction. The means of production for public use, such as facilities for the processing and distribution of coal, electricity and water. A selection of protective equipment for all industries of the economy, such as heating appliances, ventilation equipment and building air conditioning. Many of these machines need routine maintenance and are supplied by specialist companies in the machinery industry.

At the other side, the machinery industry provides consumer products like appliances for the kitchen, refrigerators, washers, dryers and a similar. Nevertheless, radio and television production is usually considered to belong to the electrical appliances industry. The machinery field itself is a big steel industry client.

Computer industry production varies widely from single-unit production and series production to mass production. Single-unit development consists of building unique products that are listed in different customer requirements. Such tools and machines can also be assembled in small series thanks to their modular nature, which greatly reduces costs. The particular customer specifications are designed in at a certain point in the production, and the unique product is produced.

COMPANY PROFILE

Vijaya Energy Plus Pvt Ltd Company is one of the leading Category Electrical Contractors-1 Government Registration from Bangalore , Karnataka since 1972 on behalf of M / s. Vijaya Undertakings. The new company was established in M / s' name. Vijaya Energy Plus Pvt Ltd.; expanded the branches and works in Tamilnadu, Maharashtra, Kerala, Goa and Andhra Pradesh during 2005.

VEPPL Company has been employed as a Class 1 Electrical contractor for 44 years on behalf of Vijaya Companies holding license No: 586 of 19.06.1981 (New registration No: 26210 dtd 01.07.09) on 16.12.05 and License No: 19144-I-BNG.

In the 44-year journey, they associated and performed the most efficient electrical installations with nearly every large business house in the country and successfully completed projects in a broad range of market segments such as HT, LT Construction, i.e. architecture, electrical works engineering in Substations, Overhead lines, Commercial Complexes, Residences, Educational Institution. We are proud to say we are the chosen choice for some of the most Challenging and Quick Time Delivery Projects with the ample expertise they have acquired in every job we do.

Their entrance into the contracting sector was not accidental, but deliberate, with a far-reaching goal of providing electrical installations for efficiency. Our Electrical Contractors License talks about the groundbreaking qualities, our customers across India have been well known and highly valued. It is the strength of quality and dedication to production schedule that the large clientele understands and we have already exceeded our rivals on that front.

M / s Vijay Energy Plus Private Limited is a well-known industry leader in the field of electrical contracting, while the founder himself is a qualified professional electrical engineering diploma. The director has extensive experience of diverse applications of Electrical Installation.

Vijay Energy plus Corporate Office is located in Bangalore, with a built-in area of 6450 square feet in the center of the town. The office is well equipped with all the latest facilities such as IBM Servers to store huge data, Access Control to maintain an approved access within the premises, CCTVs to control all activities continuously, D.G. Fire Fighting Wet Riser System in case of emergency, etc. is designed to provide 100 per cent power backup. The entire Business Process is conducted with the new state-of-the-art office building, resulting in an efficient and swift response to inquiries that are turned into orders by progressive tender negotiations.

M / s Vijay Energy Plus' financial position is good which can be seen from the firm's consistent growth. UCO Bank, Bangalore has issued a Solvency Certificate of 5 crores that depicts the company's reputation, i.e. it demonstrates that the company is capable of meeting its long-term fixed expenses and is capable of achieving long-term growth and expansion. M / s Vijay Energy Plus market rating among manufacturers & dealers is very high and this credit rating allows us to tackle the distribution projects of "limited time."

FOUNDER

Mr. KOLLANGHATT VISHWANATHAN is the founder of VEPPL, who has completed an Electrical Engineering Diploma. He has forty four (44) years of praiseworthy work experience (since 1971) in project execution, liaoning with various state and central government bodies. A committed and humble leader who generates a sense of belonging and trust to construct an organization. In launching the first generation venture, M / s Vijaya Energy Plus Pvt Ltd—formerly known as M / s Vijaya Enterprises, he pioneered its partnerships and skills.

MANAGEMENT

- | | | |
|----------------------------|---|------------------------|
| 1. Managing Director | - | Mr. Vishwanathan |
| 2. Director | - | Mr. Sujith Kumar Nair. |
| 3. Project director | - | Mr. K. R Srinivas. |
| 4. HR manger | - | Mrs. Asha A N |
| 5. Accounts manager | - | Mrs. Srikala |
| 6. Purchase manger | - | Mrs. Rani P |
| 7. Billing manager | - | Mrs. Latha R |
| 8. Tender Head | - | Mr. Jameel Ahmed |
| 9. AGM projects | - | Mr. Sunil Jose |
| 10. Senior Project Manager | - | Mr. Bernard Julian |

There is 40 staff working in the head office. There are 30 Engineers 45 supervisor and 950 labours working under different project at different sites within India.

VISSION

Being the most reliable service provider in the Facility Design discipline and being recognised with an unbeatable quality level.

MISSION

To provide quality service at a fair price that not only meets our customers ' needs but also makes them aware of the "Value for Money" reality. We concentrate on customer loyalty and linger in the incredible lengths to meet their standards. Our goal is to maintain growth and social responsibility through the adoption of energy conservation methods and security policies that meet international standards.

OBJECTIVES

The main objectives of the company are:

- To carry on in India and/or elsewhere the business as Electrical Contractors for all types off building and structures and electrical works of every type and descriptions including microwave towers, panel board fabrication, transmission line and etc.
- To carry on the business of manufacturing, trading, installation, sale / export and import of all kinds of materials pertaining to electrical & Engineering structures, technologies, and various other electrical engineering activities.
- To establish and carry on the business of manufacturers, agents, distributors, dealers and consignment agents and all types of electrical goods and hardware items
- To establish and carry on the business of manufacturers, dealers, agents and consignment agents in domestic and industrial electrical goods , aerosol products and other allied items with spare and parts.

COMPETITORS

The main competitors of VEPPL are;

- Micron electricals
- Sterling and Wilson Pvt Ltd

- Shankar electricals
- Nasarelectricals
- Power point
- Blue star
- Gammon India
- Lotus electrical and service ltd
- Schneider electric India ltd

SKC POWER CONTROLS PVT LTD

SKC Power Control Private Limited is a firm promoted by a team, the sister concern of VIJAYA ENERGY PLUS PVT LTD; a Bangalore based company-wide ranging experience in design and manufacture of electrical Switchgear.

Their Visionisto grow into the best high quality switch gear manufacturers and catering unfaithfully to the specific needs of our customers nurtured by our founder and our team Mr.K.VISWANATHAN and K.P.RADHA are the founders and Mr.SUJITH KUMAR NAIR is the Director of our organization.Mr.K.Viswanathan has been involved with the industry in the area of electrical business from Hut to Palace and Sub-station to work station. His vast experience and knowledge as well his primary focus on customer service, has made it possible for the SKC POWER CONTROLS to continue its exceptional Growth.

SKC Power Controls have technical expertise in the design and manufacture of control panels, M.C.C and power control centres, distribution boards DG set panels, AMF, panel synchronization and metering boards.We supply the above equipment by leading consultants and builders to IT facilities, industrial buildings, Residential Apartments / Town boats.We have supplied the above panels to various industries and by O.E.M.

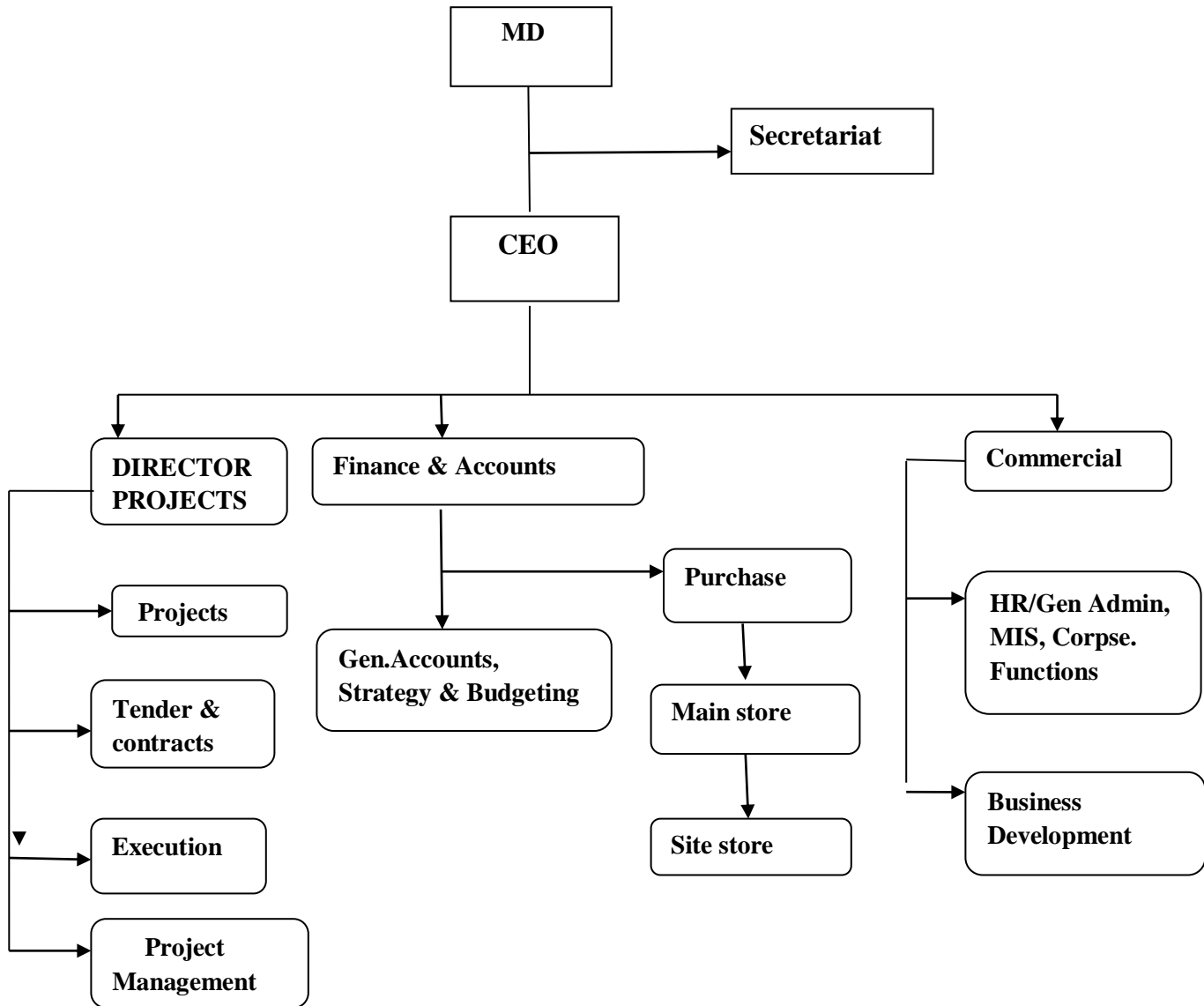
Established in 2007, Power Controls has its office at SKC Nilayam, 19th main road, 6th block koramangala Bangalore-560034, and its factory in Chikka begur, Bangalore-68.The Full 10,000 sq floor area.Is fitted with manufacturing and assembly facilities, a painting facility, and a quality assurance unit.The Computer-Aided Design facilities ensure comprehensive engineering of personalized specifications and also render drawings readable and easy to reproduce.

PRODUCTS

The company does not manufacture any products but purchase the products directly from other company and makes further process as per the contract, the main products are:

| |
|-----------------------------|
| Cables |
| Wires |
| MCB & DB |
| Cables-Telephone |
| Joint Kits-Raychem |
| Fans |
| Switches & sockets |
| Switches & sockets-MK Ivory |
| Metal Box |
| Pipes |
| Light fixtures |
| Fittings |
| Lamps |
| Metal box |
| PVC RACEWAYS |

ORGANIZATION DESIGN AND STRUCTURE CHART



SWOT ANALYSIS



1. Strengths

- The strong growth in construction and infrastructure, technological developments and their modifications as well as rapid urbanization drive the growth of the construction equipment industry and the segment companies.
- There is also an growing demand for construction equipment due to increased government spending on infrastructure growth, both residential and non-residential projects.
- Increasing industrialisation, commercial hubs and the expansion of roads, flyovers, metro, airports , railways and highways across the country are also stimulating the market for construction equipment and boosting the growth of building equipment.

2. Weaknesses

- Building equipment produced in India is still not competitive with those produced by foreign players based on the advanced technologies used and new features. Therefore there is a long way to go for the makers of Indian construction equipment.
- Building equipment companies in India are not well prepared to cope with the country 's strong demand for construction equipment.
- Most construction equipment companies in India do not have a good brand presence in both the country and around the world.

3. Opportunities

- End-users are demanding world-class technology for improved fuel efficiency , higher productivity and profitability, thus manufacturers of construction equipment in India should come up with innovative solutions to meet customer expectations.
- As a result of the growth in conventional end-user industries, including construction and mining, demand for construction equipment is likely to increase. Thus the manufacturers of construction equipment in India are able to enter these markets.

4. Threats

- There have emerged many new players in building equipment in the country and many more will hit the ground in the coming years. Building equipment firms in India will thus have to face stiff competition.
- While construction equipment manufacturers in India will continue to position ever more sophisticated machines on the market in greater numbers, the industry may face an growing shortage of skilled manpower to operate and maintain these machines, thereby impacting sales.

MAJOR CLIENTS

- Ozone group
- Brigade group
- Namma metro
- Mantri
- Udaya TV
- Canara Bank
- Goorej
- DLF Building INDIA
- Jaguar overseas Limited
- Alliance group
- The Leela Palace
- Indian railways





ORGANISATIONAL PERFORMANCE

The company stands out because of its performance. They follow certain criteria so as to ensure better organizational performance. They always finish their project on time by following the required standards with the given budget. The organization reaches its targeted output level as expected by the management. They also have a specialized team which carries out various functions like strategic planning, operations and other legal and advisory works which work simultaneously for the organizational performance.

PERFORMANCE APPRAISAL

VEPPL's performance appraisal system is an ongoing communication process between an HR manager and the employees to achieve the company's goal. It is also regarded as the process of providing the employees with a better working environment to perform their jobs. Here

performance evaluation involves creating specific job requirements, hiring the right people in the right position and offering employee training whenever appropriate.

Performance appraisal of VEPPL is done in the month of April. Only office staff, engineers and supervisors who have completed 3 years of work experience are eligible of the appraisal.

The performance appraisal steps followed by VEPPL are:

- **Issue of performance appraisal forms to the concerned employees.**

The HR manager issues the forms to their employees for the appraisal. The employees are asked to fill in the details based on the target they have achieved, extra qualification secured during that year and other progress during the particular year.

- **Review of received application.**

Once the employees submit their forms to the HR manager, the manager reviews and evaluate the forms based on various criteria.

- **Decision by the management.**

The management consisting of the Managing Director and director decides about different increment rates based on experience, targets achieved and performance.

The various slabs of increment are as follows:

Single digit increment – 0- 9%.

Double digit increment – 10% - 15%.

- ✓ Single digit increment – It's given to those employees who have less work experience and performance is just above average.
- ✓ Double digit increment – It is given to those employees who have high level of experience and good performance.

CHAPTER-2

REVIEW OF LITERATURE

Manpower must be used wisely to support an economy through steadily. This is why there is the Ministry of Human Resources with the goal of implementing plans to leverage the available human capital for their growth across the globe and advance the world. Study is given equal priority to any other field, such as economic research, law and public policy, industrial relation, computerscience, and other operations. Manpower preparation requires a comprehensive analysis, which has taken a lot of research to come up. New forms and means are proposed by Economics, Operations Analysis and Mathematical Models to allow maximum use of manpower. Work is under way for their growth in every sector and manpower preparation is not lagging back.

Manpower planning is historically rooted in the collection of data on manpower from the time of the Roman census to the accounting of slaves, and finally the population census at the end of the Morton XVIII century[51].

From a historical perspective, the origins at resource management methods can be traced back to Seal[63]. Nonetheless, Edwards[20] described basic models used by resource planners a long time before. Mehlmann[48] used dynamic programming recursion to establish optimal recruitment and transition strategies for manpower structures with the goal of reducing a quadratic penalty function that represents impotence.

Lane and Andrew[40] Developed a lognormal waste management service model, and suggested two analytical methods. Cohort analysis in which the waste characteristics of an initial homogeneous population are measured over a longer period of time; census analysis in which the rate of waste is determined by two sample points in time.

Morton[50] Offers a brief historical overview of demographic forecasting methods including theory of regeneration, stochastic processes and the moving average and exponential smoothing. There has been a change from demographic projections in recent years including econometric and equations for input / output, as well as for Monte Carlo. Additionally, awareness leads long period in the production of manpower does planning especially vulnerable changes in policy variable. This simulates researches into "teleological" or target related forecasts in the study of clearly identified achieved potential targets is carried out to restrict the range of exogenous variables by means of theoretical prediction or expert consent.

Barthlomew[8] Discussed how to divide the population into groups, the 'stayers' who never leave their jobs and the 'movers' who seem to be constantly changing their employment, while Barthlomew and Forbes[11] established a more detailed application of the concepts to workforce planning.

Lesson[44] Recruiting strategies and their impact on organizational structures were taken into account by Lesson[44]. Recruiting management is the effective controls of recruitment activities in order to attain the optimum supply of workers to the network at any time.

Agrafotis[3] focuses on waste analysis and is noteworthy because of the distinction of this model from traditional waste analysis models in the manpower phase. The author developed a model to analyze the effects of the organization's internal structure on waste and its employees' promotional experience.

Mukherjee and Chattopadhyay[52] The writers found an company that recruits a number of employees at the time t . Mostly any new employee will have to be in operation for t' years. The longer service life is also believed to adversely affect the performance of each employed worker. The authors developed a recruitment strategy at the time T .

Gardner[25] Proposed an exponential smoothing analysis paper, in which the historical development was tracked back to time of World War II. Based on his work and other researchers, the thesis critically concentrated on a merits of various models and deferred compared to others. Exponential smoothing methodology has also been listed as one of the finally best methods for forecasting.

PoornachandraRao[54] Tried to recognize various manpower planning related costs. Across this basis, a manpower preparation model was developed with the goal of raising the costs of the workplace program. The model's key drawback is to interpret labor costs in isolation from the particular constraint and organizational policie under which operations are done.

Barthlomew[11] Analysis of individual differences of fundamental importance in study of human resources network, in particular waste (network loss). Any attempt to understand the waste trend must take into account the fact that the tendency of an employee to leave the job is based on several factors, personal as well as environmental.

Subramaniam[68] Workforce planning has been studying the best time to abolish the voluntary pension scheme. A long T-year span is considered, during which employees are permitted to voluntarily retire at specified k epochs. If and when staff strength exceeds a point called the threshold stage, the voluntary pension scheme is discontinued if staff strength approaches T.

Sathiyamoorthy and Parthsarathy[59] Created a duel-tier organizations in which employee mobility from one grade to grade are allowed to compensate for its lack of manpower is greater between the duel grades. We consider case where the Maximum (Y1 Y2) is taken as the organisation's reference point where the individual grade rates are Y1 and Y2 respectively.

Sathiyamoorthy and Parthasarathy[60] Utilised the threshold distribution after the truncation point the term parameter modification. The definition is same to the SCBZ property where modification is made to the parameter. Assuming that the truncation point is itself an exponential random distribution variable that is taken at the threshold stage. The approximate recruitment time is also measured using the shock model method and the threshold stage.

Jeeva[35] Addressed regular wastage or departure of ordinary personnel. When the total number of exits of company reaches certain threshold level, it may be called "breakdown point. Timeframe that hit breakdown point is essential feature of organization's management. An approach to shock model which is proposed to achieve time requirements and variation to meet its threshold.

Srinivasan and Sudha[67] Identified the recruitment practices of four grade organisations. The mean and variance of recruitment time is obtained by assuming as a total of four thresholds the random threshold after non-identical exponential distribution for degree and organizational thresholds.

Arivazhagan[5] A mathematical model has been developed which is utilised to estimate likely time which recruitments registration will be halted. There are several organizations which provide service in the HRM field, according to the authors. Some of the main areas of activity is the recruitment of trained personnel and specialists in these organizations. Numerical examples are also given here.

Poornachandra Rao[54] On successive occasions of attrition the average recruitment time is calculated using waste as a random variable. Two such models were debated by the scientists. Within the first model, shifting the employees to various degrees is necessary. For the next example, transformation is never provided for. Such mathematical models act as analytical tools such that management can follow effective strategies to track degree of attrition and select the best policies that cope up with its consequences.

S.Mythili and R. Ramanarayanan [52L1] Considered an organisation's hiring system for which Turnover Management Technique (ARS) applied before to recruitment processes. This document recruitment policy for filling vacancies one by one and at the same time the recruitment policy for filling vacancies is considered

CHAPTER-3

RESEARCH DESIGN

STATEMENT OF THE PROBLEM

Today every employee is different from the world of technology and creativity because it is very difficult to find the right number of workers for the set of jobs available. Today an employee may have a fixed interest and a lifestyle, but that may change tomorrow, and so there will be a big shift in his tastes and desires and is thus dynamic.

NEED FOR THE STUDY

Human resource planning is a specific term in which it drives forward strategic planning to optimize the usage of the most important asset-quality employees in an company. This guarantees the best balance between workers and employers while preventing shortages or surpluses in the labor force. It's needed to have the right collection of jobs for the best potential workers.

OBJECTIVES OF THE STUDY

1. For the best potential employees it's important to have the right job set.
2. Studying how to use its human capital in the best way possible.
3. To report the costs of human resource calculations.
4. To understand the effectiveness of hiring procedure adopted.
5. To quantify and improve the exhibition of representatives.
6. To increment the future potentials and incentive to the organization.
7. To explain jobs and duties and deciding how to designate prices.

SCOPE OF THE STUDY

The scope of the study consists of the importance of recruiting and maintaining the best workers for the jobs. The study focuses on attracting talented employees for organizational development.

RESEARCH DESIGN

A research design is an arrangement of conditions for collecting and analyzing data in a manner that is intended to combine significance for the purpose of analysis with economy in procedure. Study is carried out within the conceptual framework. This is the blue print, or the calculation and interpretation of data collection.

RESEARCH METHODOLOGY

There is a descriptive quality to the analysis.

Descriptive analysis is used to explain features of a studied population or development. It involves studies relating to the character and status of those that purport to offer actions. This implies that the descriptive analysis provides the norm and standardization of facts which occur in that area unit. Let's say, the awareness of a few clusters of People, a variety of things, a set of situations, a category of events, a system of thoughts or the other rational creation or expertise that one may need to test.

The descriptive technique is an additional few items and merely data-gathering on the far side; the latter is neither analytical thinking nor analysis. Truth what means of information gathered should be rumored for the purpose of reading the aims and thus the self-evident reality of the project below. Additionally, the details gathered are accurate expressions of central tendency, or divergence, or correlation; however, the study is not evaluated until the examination of this evidence is carried to the level of acceptable analysis. In terms of organized logic, the knowledge should be subject to the thought process.

- Descriptive research is intended for the investigator to collect knowledge about current requirements for the gift.
- Descriptive research requires a range of information in order to test the hypothesis or answer questions about this status of the study subject.

- Descriptive analysis defines and records the area unit of the way things are. It's no control of what's, so it's just going to live what already exists.
- Descriptive analysis has been criticized for its inability to handle variables, for being a post-hoc study and for extra frequently generating results that are merely descriptive rather than predictive.
- Descriptive analysis generates a variety of comparative comparisons and similarities and generally, to some degree, cause-effect relationships are often formed in rigorously designed and musical organization descriptive researches.

SOURCES OF DATA COLLECTION

1. Primary data

- **Personal interviews:** The data will be collected in the form of direct interactions with the organization in order to understand the actual consideration and process of human resource planning and methods of retaining the talented personnel.
- **Questionnaire:** The manner in which the real and impartial primary data are gathered in the form of a questionnaire sheds a lot of light on the individual responses about their choices, desires and expectations. It will also add value to my work in this line / area that could well lead to more effective and reliable learning and study.

2. Secondary data: This type of data is collected essentially in the form of

- Published material
- Magazines
- Publications
- Press Releases

Sampling technique:

Simple random sample-The Simple Random Sample (SRS) is a random sample case. A survey is called a simple random survey if there is an equal probability that each unit of the population is chosen for the sample. Whenever a sample unit is chosen, it is equally likely that the population units are chosen. Notice that the likelihood of selecting the first item is not to be associated with the likelihood of selecting the second variable.

LIMITATIONS OF STUDY

1. Limited time for the collection of data.
2. Received information from the company only.
3. It is restricted only to Bangalore unit.
4. Biased responses.

CHAPTER-4

DATA ANALYSIS AND INTERPRETATION

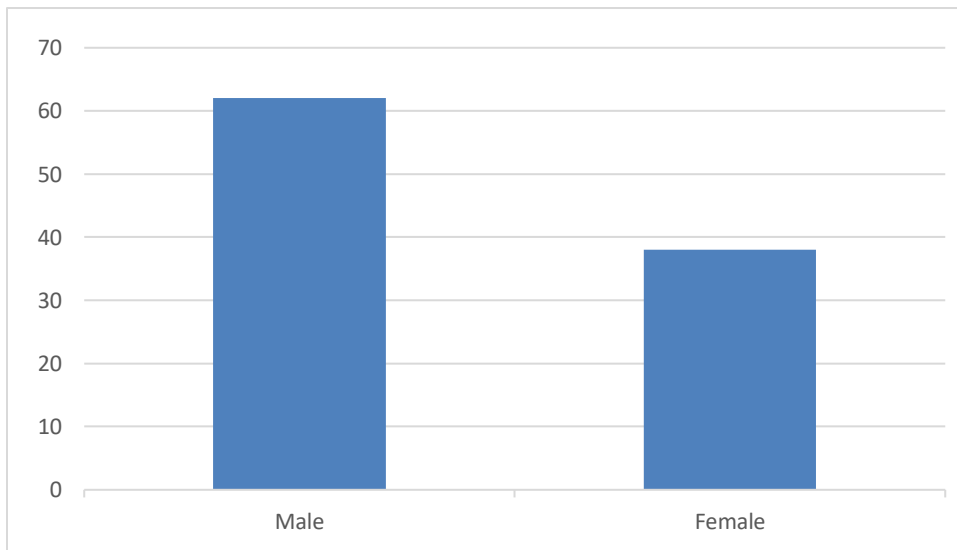
Table-1: Gender

| Gender | No. of respondents | Percentage |
|--------|--------------------|------------|
| Male | 62 | 62% |
| Female | 38 | 38% |

ANALYSIS

From the above table it is observed that 62% are male and 38% are female respondents.

Chart-1Gender



INTERPRETATION

It is interpreted that majority of the respondents are male compared to female.

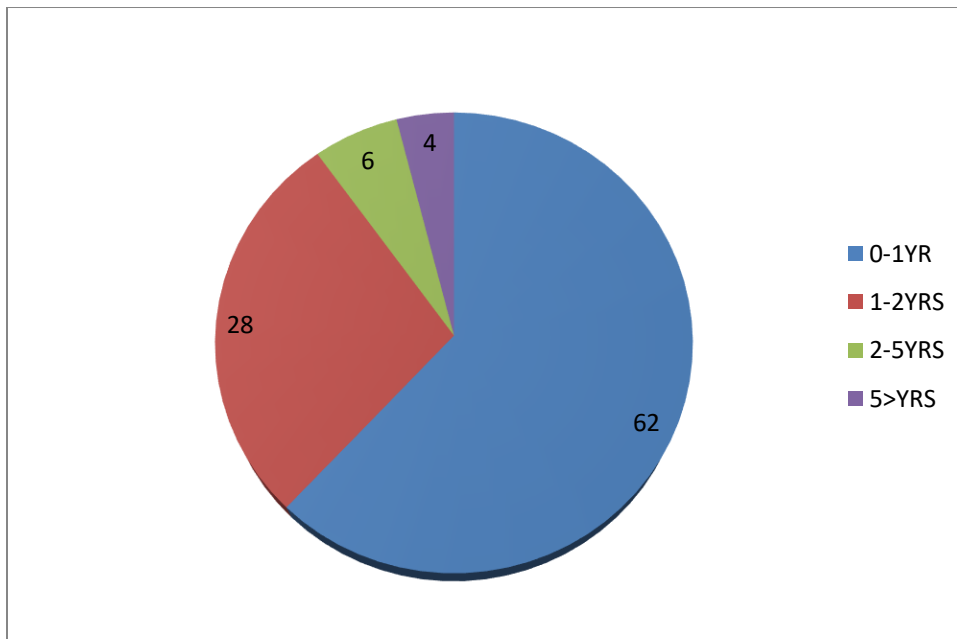
Table-2:Age

| Age | No. of respondents | Percentage |
|-----------------|--------------------|------------|
| LESS THAN 25yrs | 62 | 62% |
| 26-30yrs | 28 | 28% |
| 31-40yrs | 6 | 6% |
| >40yrs | 4 | 4% |

ANALYSIS

From the above table that 62% of the respondents are of less than 25 yrs, 28% are of 26-30 age group, 6% are of 31-40 yrs and the last 4% are age above 40.

Chart-2: Age



INTERPRETATION:

It is interpreted as below 25 yrs age group are more employed in this company at present.

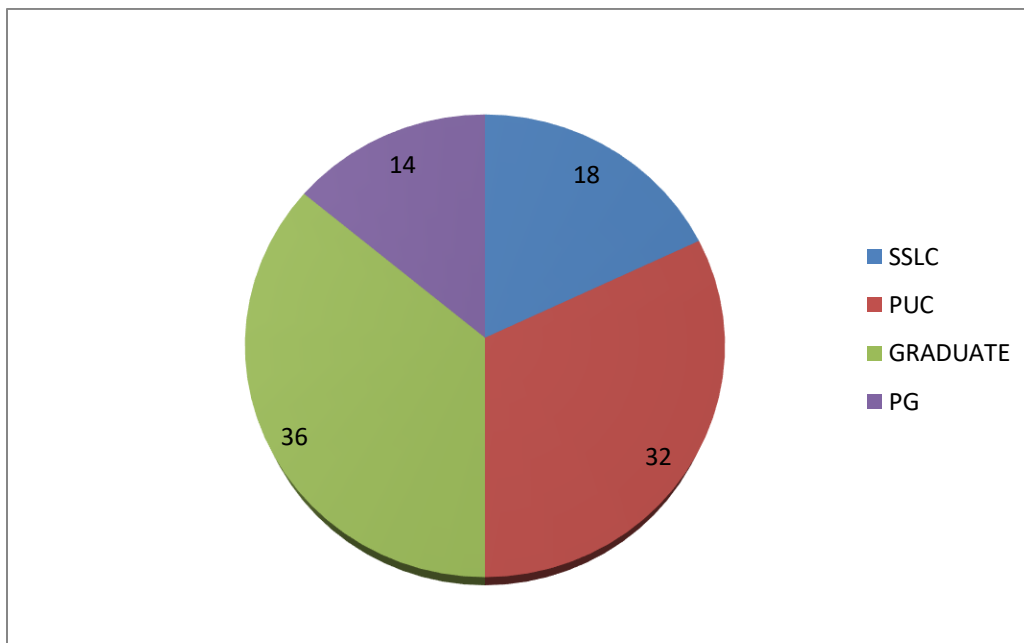
Table-3: Qualification

| QUALIFICATION | No. of respondents | Percentage |
|---------------|--------------------|------------|
| SSLC | 18 | 18% |
| PUC | 32 | 32% |
| GRADUATE | 36 | 36% |
| POST GRADUATE | 14 | 14% |

ANALYSIS:

From the above table it is observed that 18% are qualified as SSLC, 32% as PUC, 36% as graduate and about 14% as post graduate.

Chart-3:Qualification



INTERPRETATION:

It is interpreted that most of the employees are either graduates or puc and then come SSLC and PG.

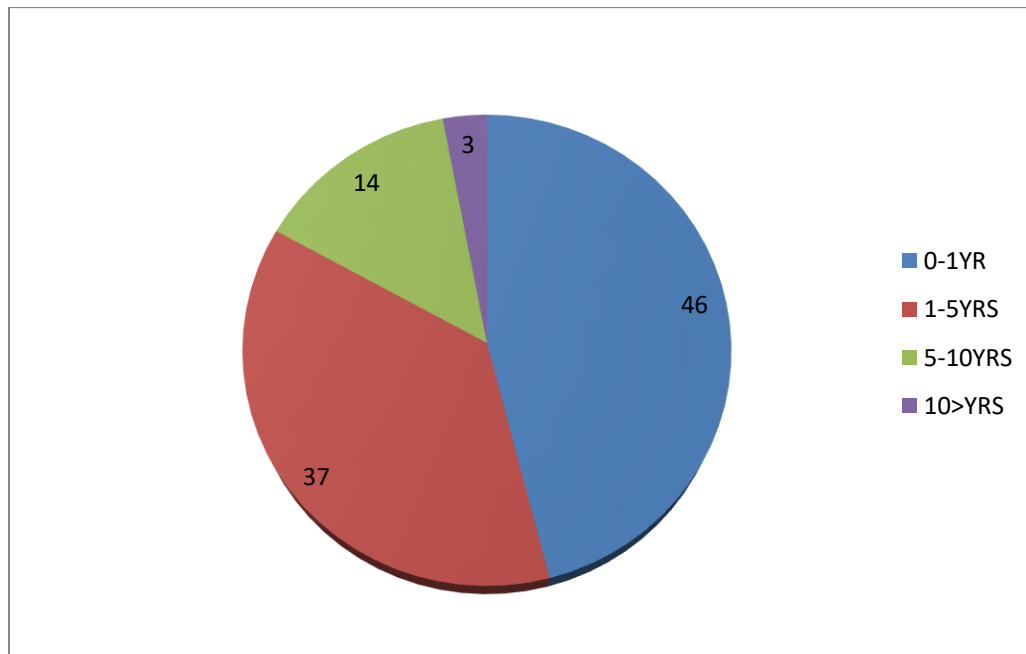
Table-4: Association with energy vijaya plus pvt ltd?

| Years | No. of respondents | Percentage |
|---------------|--------------------|------------|
| LESS THAN 1yr | 46 | 46% |
| 1-5yrs | 37 | 37% |
| 5-10yrs | 14 | 14% |
| 10>yrs | 3 | 3% |

ANALYSIS:

From the above table 46% of employees who are working at energy vijaya plus are fresher which is less than 1 year, about 37% are working for almost 5 yrs, 14% are working for between 5-10 yrs and only 3% of the employees are working more than 10 yrs.

Chart-4: Association with energy vijaya plus pvt ltd?



INTERPRETATION:

It is interpreted that most of the employees are working for about 1 year or less than 5 years in vijaya energy plus pvt ltd.

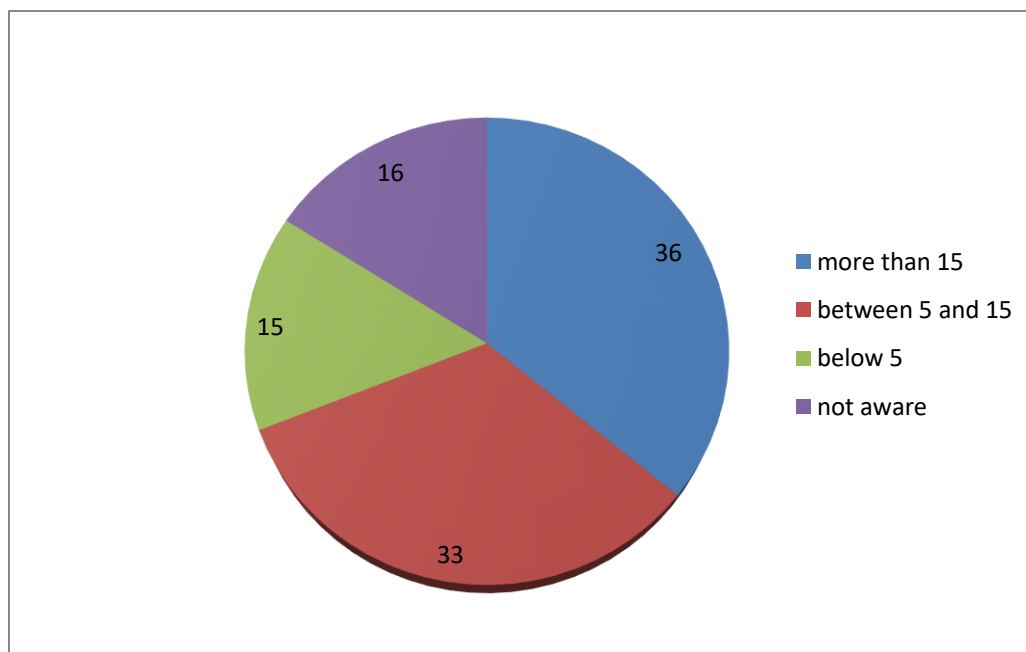
Table-5: How many openings do you have currently?

| Openings | No. of respondents | Percentage |
|------------------|--------------------|------------|
| more than 15 | 36 | 36% |
| Between 5 and 15 | 33 | 33% |
| Below 5 | 15 | 15% |
| Not aware | 16 | 16% |

ANALYSIS:

From the above table we know that there is a majority of 15 opening in the company as 36 % of the employees have mentioned.

Chart-5: How many openings do you have currently?



INTERPRETATION:

It is interpreted that through the survey we get to know that there is about more than 15 openings in the company at present.

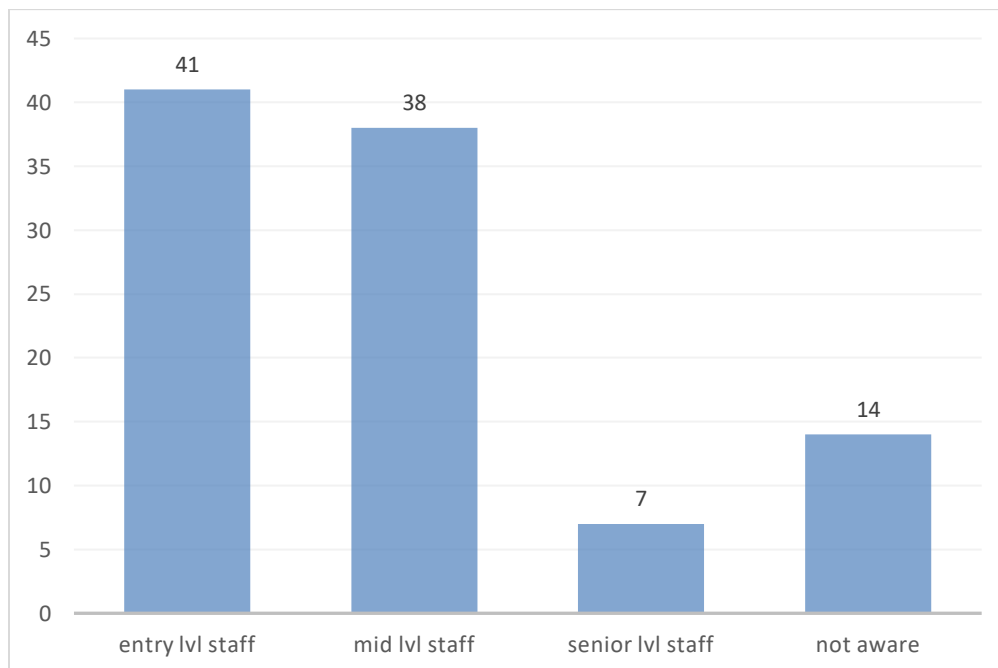
Table-6: At present, which level staffing does your organization require?

| Staffing | No. of respondents | Percentage |
|--------------------|--------------------|------------|
| entry level staff | 41 | 41% |
| Mid level staff | 38 | 38% |
| Senior level staff | 7 | 7% |
| Not aware | 14 | 14% |

ANALYSIS:

From the above table it is observed that the organization is in need of entry level staffing more as 41% of respondents opted, about 38% of the employees opted for mid level staff and then comes senior level at 7%.

Chart-6: At present, which level staffing does your organization require?



INTERPRETATION:

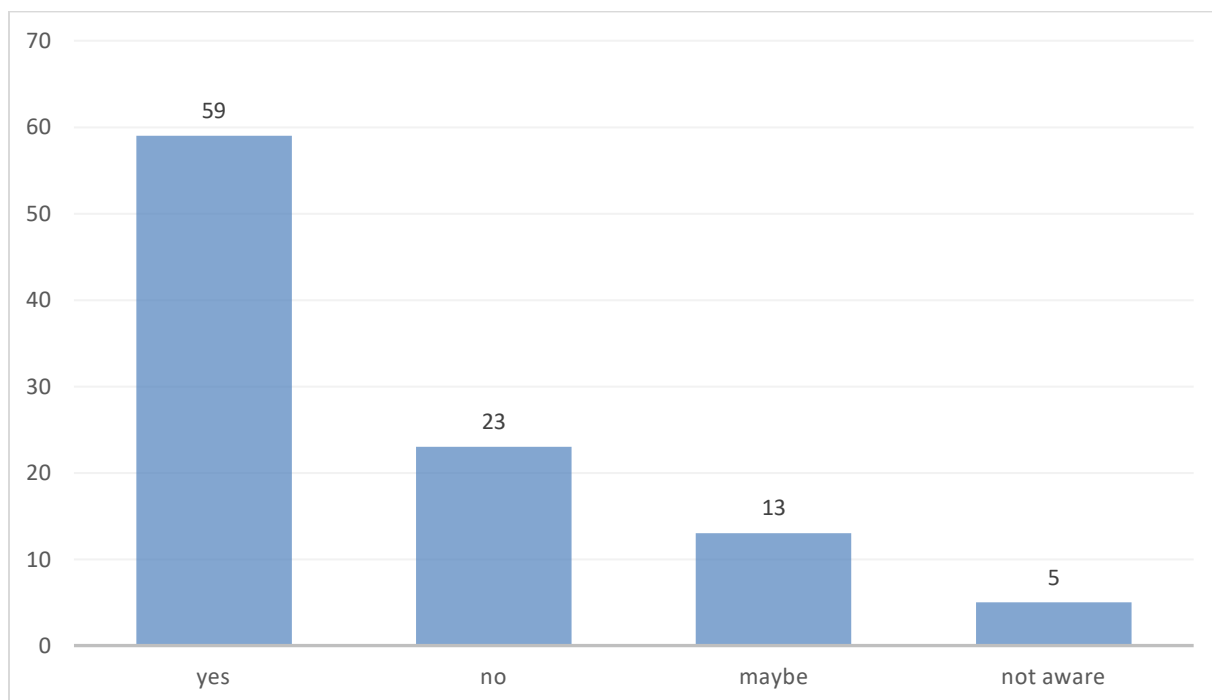
It is interpreted as currently entry level staff is very much needed at the present in the organization as it has rating of 41% overall.

Table-7: Does your organization provide training program?

| Opinion | No. of respondents | Percentage |
|-----------|--------------------|------------|
| yes | 59 | 59% |
| No | 23 | 23% |
| maybe | 13 | 13% |
| Not aware | 5 | 5% |

ANALYSIS:

It is observed from the above table that 59 percent of respondents say yes, where as 23 percent say no, maybe 13 percent and the other 5 percent claim they are not conscious.



INTERPRETATION:

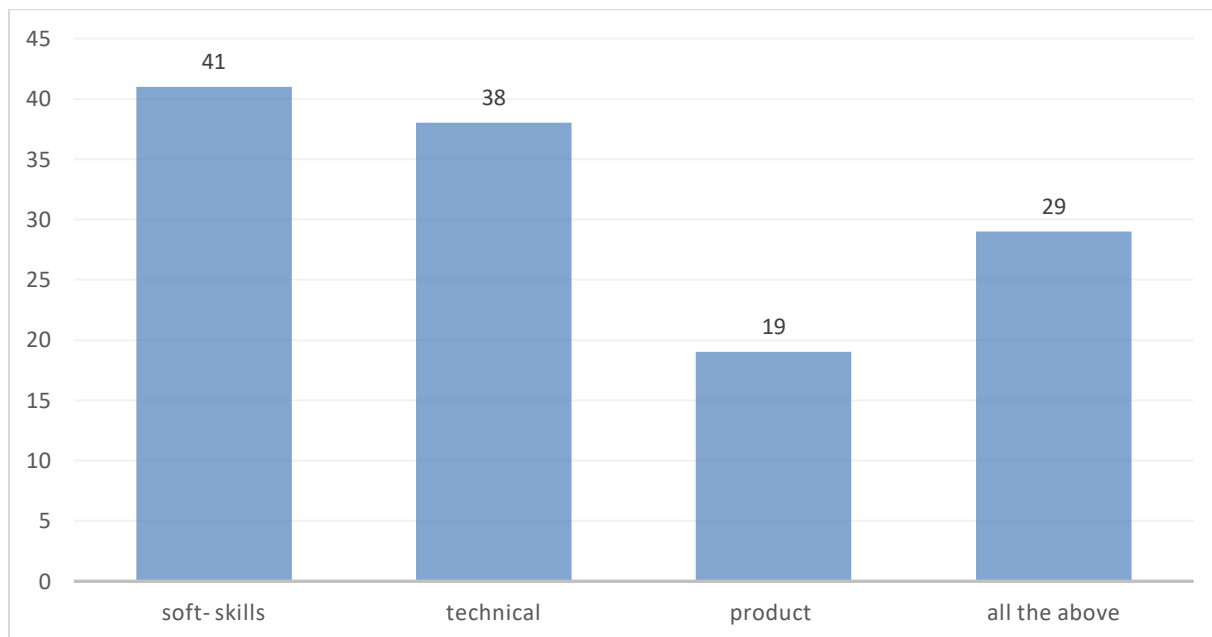
It is considered that the highest number of respondents claim the organization offers training programs for the new workers.

Table-8: Specific training provided by the company for entry level staff.

| Training | No. of respondents | Percentage |
|----------------------|--------------------|------------|
| Soft-skills training | 41 | 41% |
| Technical training | 38 | 38% |
| Product training | 19 | 19% |
| All the above | 29 | 29% |

ANALYSIS:

From the above table we can observe that soft-skill has upto 41% of training, 38% of technical training, then comes product training at 19%, lastly 29% of the training is combined where and when needed.



INTERPRETATION:

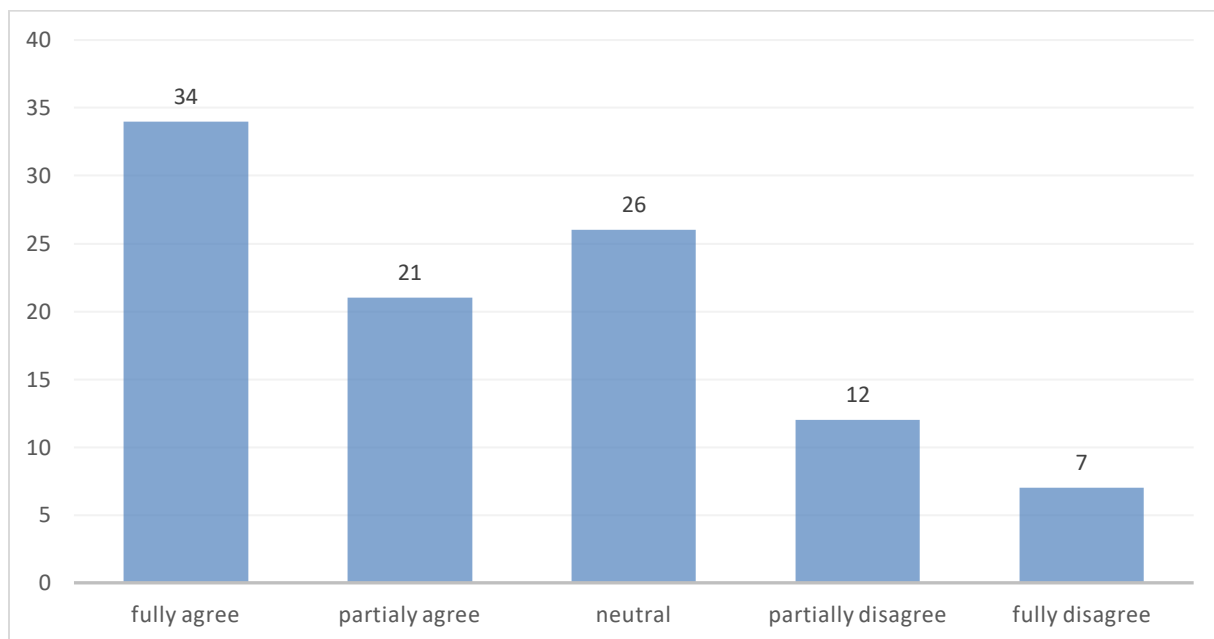
It is interpreted that most of the training is of soft-skills as how and what to communicate and then comes technical and product training.

Table-9: Are the HR executives are fully aware of the strategies?

| Opinion | No. of respondents | Percentage |
|--------------------|--------------------|------------|
| Fully agree | 34 | 34% |
| Partially agree | 21 | 21% |
| Neutral | 26 | 26% |
| Partially disagree | 12 | 12% |
| Fully disagree | 7 | 7% |

ANALYSIS:

From the above table, 34 percent of respondents agreed in full, 21 percent agreed in part, 26 percent remained neutral about their opinions, 12 percent disagreed in part and 7 percent disagreed fully.



INTERPRETATION:

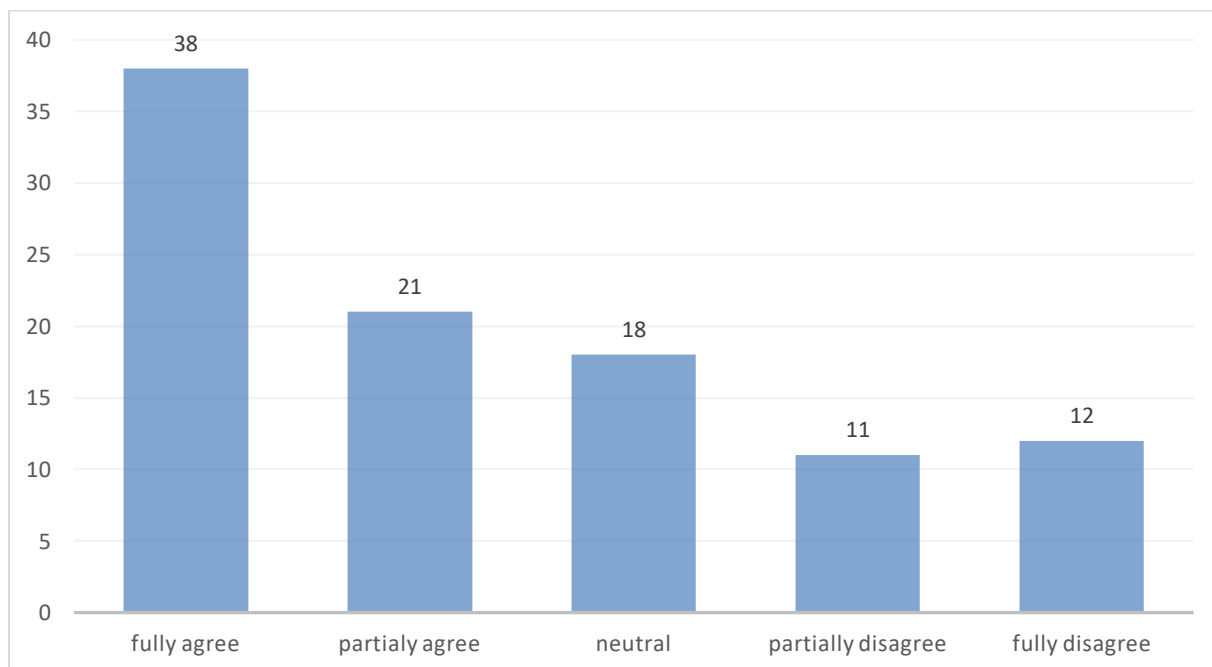
It is known that most human resources managers are completely aware of the organization's business strategies.

Table-10: Employee standards are carefully developed on the basis of need of organization?

| Opinion | No. of respondents | Percentage |
|--------------------|--------------------|------------|
| Fully agree | 38 | 38% |
| Partially agree | 21 | 21% |
| Neutral | 18 | 18% |
| Partially disagree | 11 | 11% |
| Fully disagree | 12 | 12% |

ANALYSIS:

From the above table, 38 percent of respondents agreed in full, 21 percent agreed in part, 18 percent remained neutral about their opinions, 11 percent disagreed in part and 12 percent disagreed.



INTERPRETATION:

It is interpreted that depending on the organization, the employee expectations are carefully established.

Table-11: Importance of man power planning?

| Opinion | No. of respondents | Percentage |
|------------------------------------|--------------------|------------|
| Increase the productivity | 26 | 26% |
| Achieving the organizational goals | 45 | 45% |
| Achieving the target | 17 | 17% |
| To reduce wastage | 5 | 5% |
| all the above | 7 | 7% |

ANALYSIS:

From the above table the we can observe about 45% respondents opinion is achieving the organizational goals, as 26% is by increasing the productivity, 17% by achieving target, and the rest is by reducing wastage that is 5%.



INTERPRETATION:

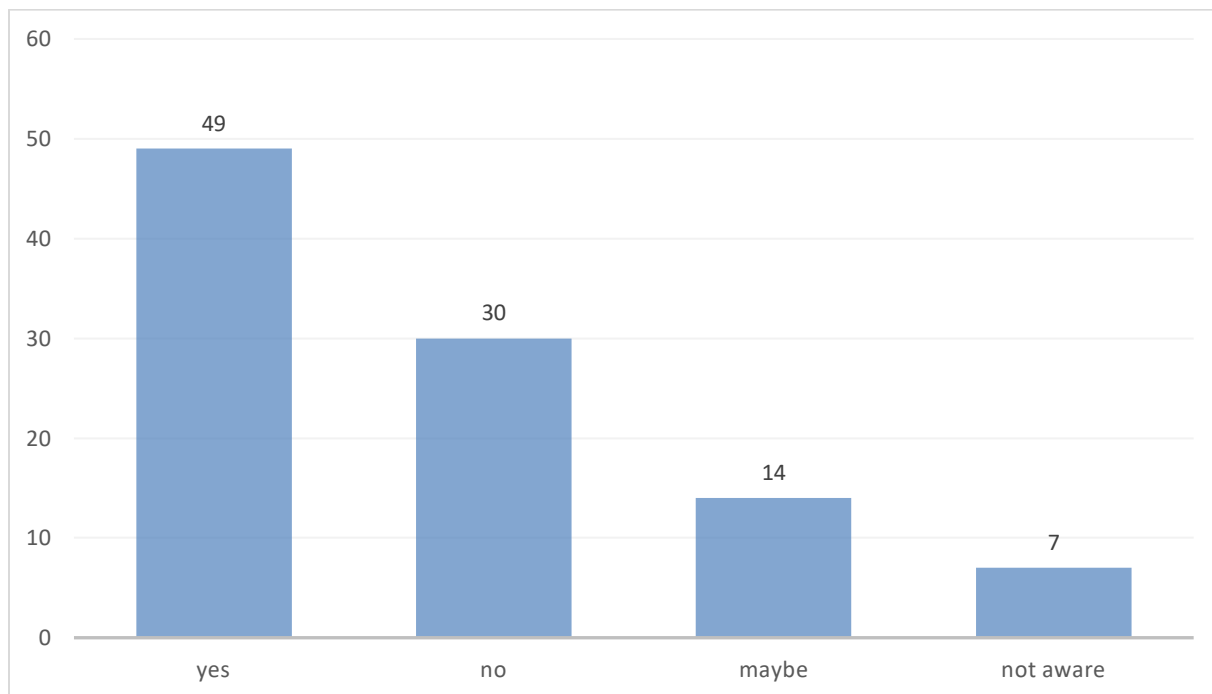
It is interpreted that man power planning is very much important in achieving organizational goals.

Table-12: Are strategies used in man power planning?

| Opinion | No. of respondents | Percentage |
|-----------|--------------------|------------|
| yes | 49 | 49% |
| No | 30 | 30% |
| maybe | 14 | 14% |
| Not aware | 7 | 7% |

ANALYSIS:

It is observed from the above table that 49 percent of respondents say yes, where as 30 percent say no, 14 percent maybe, and the other 7 percent claim they are not conscious. For the organisation's business plans.



INTERPRETATION:

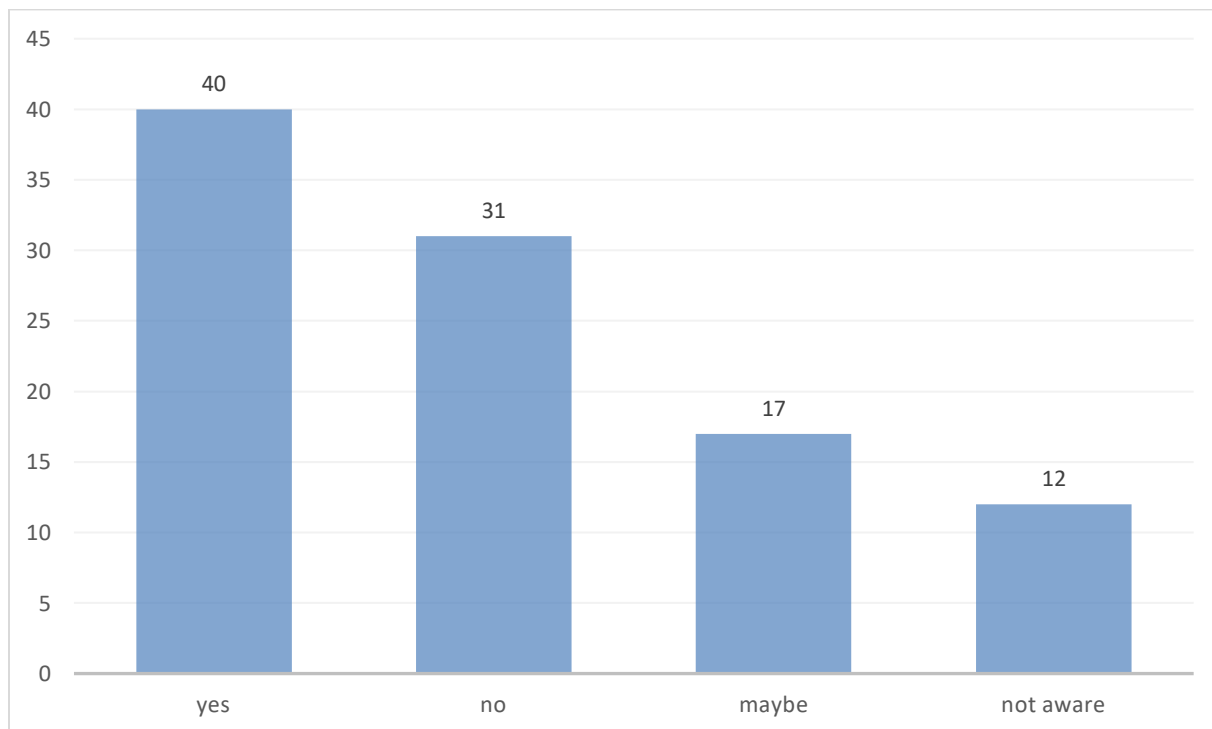
It is interpreted that maximum of the respondents say that the organization use strategic plans for man power planning.

Table-13: Did man power planning help the organization during recession?

| Opinion | No. of respondents | Percentage |
|-----------|--------------------|------------|
| Yes | 40 | 40% |
| No | 31 | 31% |
| Maybe | 17 | 17% |
| Not aware | 12 | 12% |

ANALYSIS:

From the above table it is observed that 40 percent of respondents say yes, where as 31 percent say no, maybe 17 percent and the other 12 percent say no conscious of the time of recession.



INTERPRETATION:

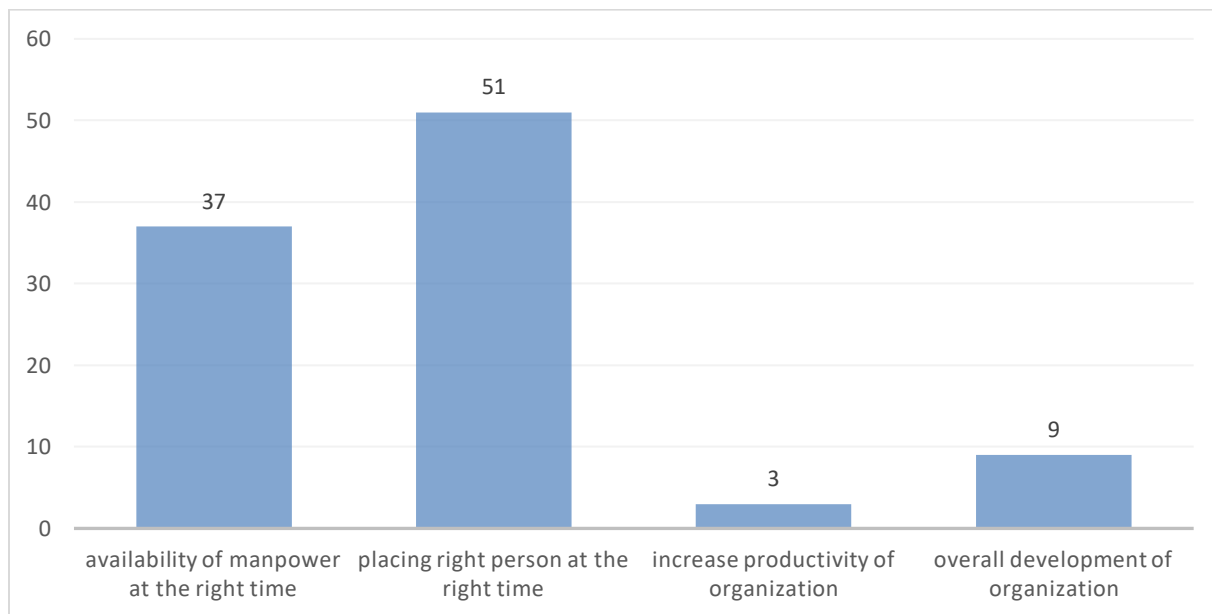
It is interpreted as most of the respondents say that the manpower planning really helped the organization during recession.

Table-14: Objectives satisfied by doing man power planning?

| Opinion | No. of respondents | Percentage |
|--|--------------------|------------|
| Availability of manpower at the right time | 37 | 37% |
| Placing right person at the right time | 51 | 23% |
| Increase productivity of organization | 3 | 3% |
| Overall development of organization | 9 | 9% |

ANALYSIS:

From the table above it is observed that 51 percent of respondents agree by putting the right individual at the right time , approximately 37 percent agree on the availability of man power at the right time, and 3 percent and 9 percent agree on the competitiveness and organizational growth.



INTERPRETATION:

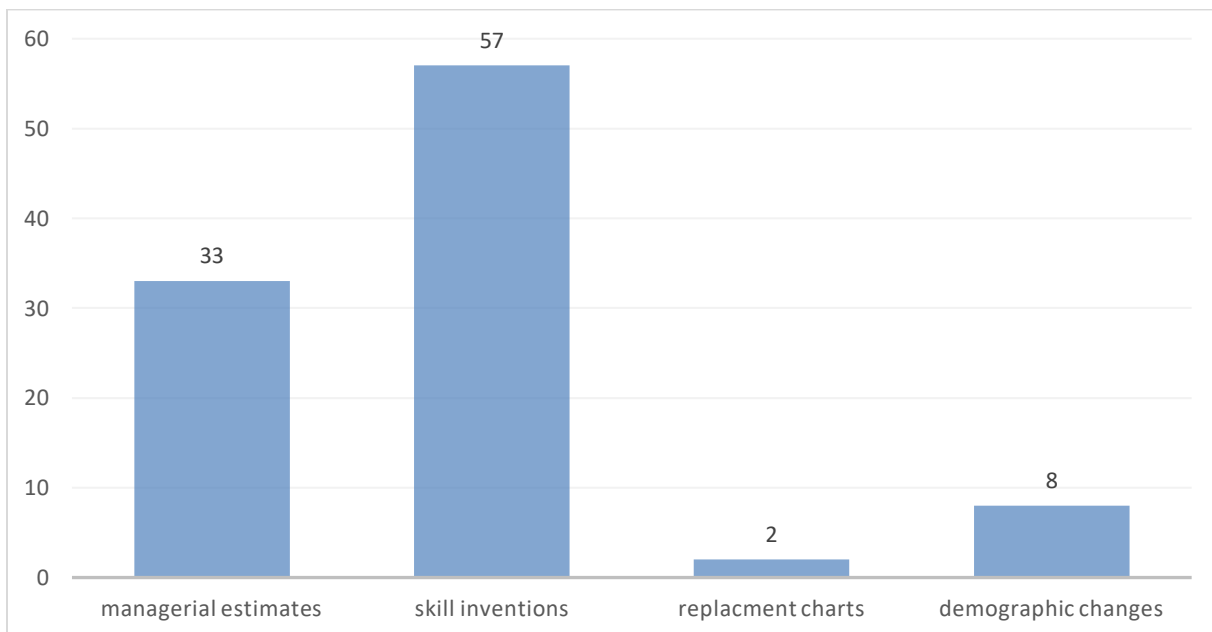
It is perceived that more than 50 percent of respondents believe that having the right person at the right time is the most efficient and acceptable choice to help fulfill the highest level of man power planning.

Table-15: How do you forecast demand?

| Opinion | No. of respondents | Percentage |
|-------------------------------------|---------------------------|-------------------|
| Managerial estimates | 33 | 33% |
| Skill inventions requirement | 57 | 57% |
| Replacement charts | 2 | 2% |
| Demographic changes | 8 | 8% |

ANALYSIS:

From the above table it is observed that 33 percent of respondents support managerial figures, more than 55 percent of respondents agree on requirement for ability innovations, just about 2 percent agree with substitute charts and last but not least 8 percent agree with demographic changes.



INTERPRETATION:

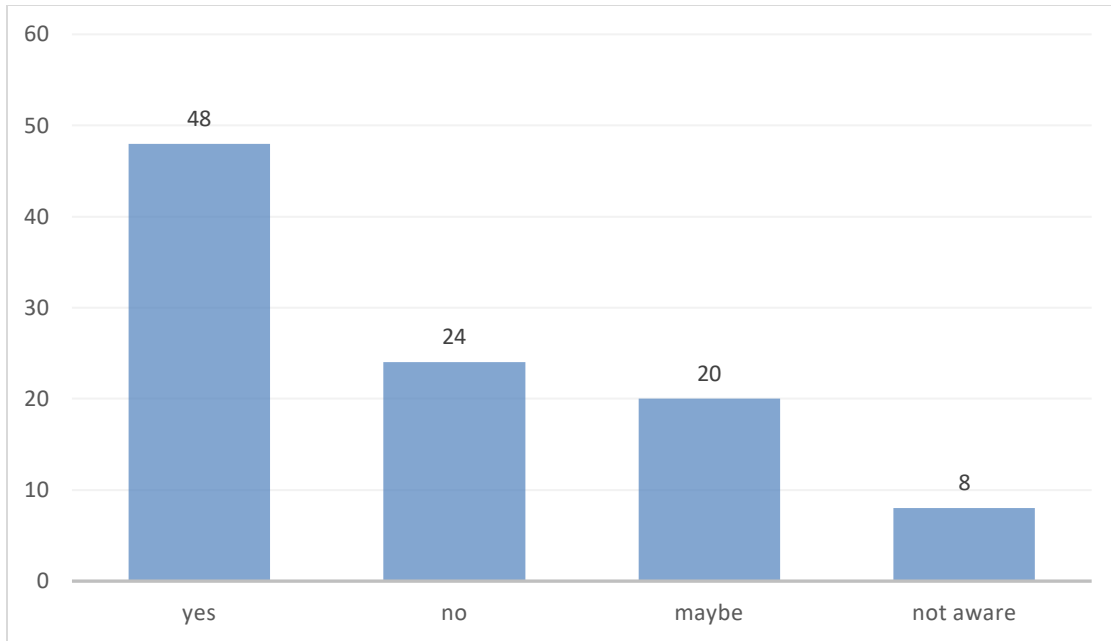
It is interpreted that the maximum respondents say that forecast can more accurate by skill inventions, managerial estimates and demographic changes that is very much helpful in man power planning.

Table-16:Fulfillment of project requirement with present work force?

| Opinion | No. of respondents | Percentage |
|------------------|---------------------------|-------------------|
| yes | 48 | 48% |
| No | 24 | 24% |
| maybe | 20 | 20% |
| Not aware | 8 | 8% |

ANALYSIS:

From the above table it is observed that 48 percent of the respondents say yes, where as 24 percent say no, maybe 20 percent and the other 8 percent say that they are not aware of the project requirement being fulfilled with the present work force.



INTERPRETATION:

It is interpreted that most of the respondents in the company opt that the present work force is sufficient to fulfill the project requirement at present but would also be in need of more skilled and knowledgeable employees.

CHAPTER-5

FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS

The study's main results are largely focused on data analysis and interpretation.

- The majority of the employees are male.
- The majority of the employees are at the age of 22-25 yrs.
- The majority of the employees have finished their graduates
- The employees tend to work in vijaya energy plus for a maximum of 2-5 yrs.
- The HR department has about 15+ openings at present stated by the HR executives and employees.
- The HR department is in need of entry level staffing comparatively higher than the others
- The majority of the employees say that the company provide training programs for the new employees.
- The organization mostly focuses on providing soft skills and then technical skills for the new employees.
- The corporation is open to human resources managers regarding the organization's business strategies
- The organization is more concerned about the employee standards for better quality of work
- The majority of the executives agree man power planning is important in achieving organizational goals.
- It can be said that strategic plans are used for man power planning
- The majority of the respondents agree that man power planning helped during the time of recession
- More than 50 percent of workers believe that having the right individual at the right time is more feasible for success in the organisation.

- Demand forecast mostly based on skill inventions, managerial skills and demographic changes.
- The majority of the HR executives are satisfied with present workforce but still open to new and improved skilled employees

SUGGESTIONS

- Using the information will increase the administrative efficiency of the HR feature.
- The organization can begin outsourcing its HR work to reduce costs and improve the quality and burden of HR services.
- The overall effectiveness of the HR role will also be improved if the managers are interested in and educated in HR functions such as complaints of recruiting , training, results and appraisals.
- The company should more focus making strategic plans for man power planning to get more efficient employees.
- The organization should create programs to keep their employees motivated to increase productivity.
- To concentrate more on strategic position and organizational preparation, the organizations need to concentrate on the the burden of the day-to-day routine on the HR department that makes them focus more on the effectiveness of man power planning.
- The organization should concentrate more on various skills then the qualification of an individual.
- The organization should look into factors and improve them for higher productivity
- The satisfaction level of the employees are also should be taken into consideration for better productivity in man power planning.
- Should be more particular about skillful training programs initiated by the organization
- Man power planning should be done form time to time and period to period for better results.

CONCLUSIONS.

Human capital rank among the organizations' most valuable assets. In a highly competitive world, human resources provide a organization with a means of retaining competitive advantage. The HR departments should start not by focusing on HR 's tasks or work but by identifying the results of this work.

Human resources have achieved sustainable comparative advantage in management, and numerous studies have proved dynamic. In the current study we empirically conclude that there is a good HRD atmosphere with the most successful policies and practices in place in vijaya energy plus pvt ltd.

In this respect the present study attempts to understand the dynamics of the creation of man power planning and the role of man power planning work in the industries.

The department of business and human resources will then implement appropriate policies , processes, programs and strategies to make HR work more effective and efficient.

From, this we conclude that the HRD practices like role analysis, recruitment, induction, HR planning, appraisal, development and training, incentives, transfer and promotion and employee involvement in decision making exist in this organization for higher productivity.

In conclusion, as the size of the workforce grows , businesses continue to adopt newer and newer HR policies and the existing rates of HR services were found to be moderate.

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ANNEXTURE

“A STUDY ON MAN POWER PLANNING AND ITS EFFECTIVNESS AT VIJAYA ENERGY PLUS PVT LTD”

I am RAKESH PUSHPARAJU K M pursuing MBA program from Visvesvaraya Technological University. As a part of my project work, the current research is undertaken. I request you to kindly spare your precious time in filling this questionnaire. Your information is valuable to us. I assure you your responses will be kept confidential.

1. Gender?

Male

Female

2. Age?

- <25 years
- 26 – 30 years
- 31 – 40 years
- >40 years

3. Qualification?

- SSLC
- PUC
- Graduate
- Post graduate

4. How long did you work for that company?

- Less than 1 year
- 1 – 5 years
- 5 – 10 years
- More than 10 years

5. How many opportunities are there for you right now?

- More than 15
- Between 5 and 15
- Below 5
- Not aware

6. At present, which level staffing does your organization require?

- Entry level staff
- Mid level staff
- Senior level staff
- Not aware

7. Does your organization provide training program?

- Yes
- No
- Sometimes
- Never

8. What kind of training does your company provide to your entry level staff before they hit their workstations?

- Soft-skills training
- Technical training
- Product training
- All of the above

9. Are your Organizations HR executives are fully aware of the business needs and strategies?

- Fully agree
- Partially Agree
- Neutral
- Partially disagree
- Fully disagree

10. Employee expectations are established with care based on the organization's need?

- Fully agree
- Partially Agree
- Neutral
- Partially disagree
- Fully disagree

11. Why do you think man power planning is important?

- Increase the productivity
- Achieving the organizational goals
- Achieving the target
- To reduce wastage
- All the above

12. Do strategic plans are used by the organization for man power planning?

- Yes
- No
- May be
- Not aware

13. Did man power planning help the organization during recession?

- Yes
- No
- May be
- Not aware

14. Which objectives of your company do you satisfy by doing manpower planning?

- Availability of manpower at right time
- Placing right person at right time
- Increase productivity of organization
- Overall development of organization

15. How do you forecast demand?

- Managerial estimate
- Skill inventories requirement
- Replacement charts
- Demographic changes

16. Can you meet the present requirement for a project with the present work force?

- Yes
- No
- May be
- Not aware