

HUMAN RESOURCE PLANNING

C.Theerika, A.Rasi, B.Yamini, Students, Department of Management Studies Narayana Engineering College (Autonomous) Gudur, SPSR Nellore, Andhra Pradesh, India

V.Harikumar, Assistant Professor, Department of Management Studies Narayana Engineering College (Autonomous) Gudur, SPSR Nellore, Andhra Pradesh, India

Abstract

Human resource is considered to be the most valuable asset in any organization. It is the sum-total of inherent abilities, acquired knowledge and skills represented by the talents and aptitudes of the employed persons who comprise executives, supervisors and the rank and file employees. It may be noted here that human resource should be utilized to the maximum possible extent, in order to achieve individual and organizational goals. It is thus the employee's performance, which ultimately decides, and attainment of goals. However, the employee performance is to a large extent, influenced by motivation and Human Resource planning.

Introduction

The term Human Resource Planning relates to the total relationship between an individual and the employer for which he is paid. Satisfaction does mean the simple feeling state accompanying the attainment of any goal; the end state is feeling accompanying the attainment by an impulse of its objective. Human Resource planning does mean absence of motivation at work. Research workers differently described the factors contributing to Human Resource planning and job dissatisfaction.

The survey made regarding the Human Resource planning will facilitate and enables the management to know the perceptions and inner feelings regarding the job they are performing on day-to-day basis. The term Human Resource planning reveals and focuses on the likes and dislikes of the employees. In this particular study the researchers tries to identify the causes for satisfaction and dissatisfaction among the employees. So this is the most effective and selective instrument for diagnosing and peeping into the employee's problems.

Statement of the problem

It is known fact to all that keeping a employee happy is management's responsibility as to get the work done perfectly. But, to feel happy is employee's perception. So a satisfied employee is essential element for improving efficiency and effectiveness.

- Human Resource planning is great motivator, which keeps the employees always in high morale.
- Human Resource planning among employees result in increasing the perception of the organization.
- Human Resource planning reduces the resistance among employees for the new implementations.

Objectives of the study

- To observe the level of satisfaction among of employees relating to the nature of the job and other factors.
- To identify the extent of Human Resource planning.
- To evaluate the working environment.

Research Methodology

Research methodology is a systematic way to solve research problems. Researcher has to design his methodology. Research methodology deals with research methods and takes into consideration the logic behind the method. It also deals with objective of research study, the method of defining the problem, type of data collected, methods used for collecting and analyzing data. It also deals with objective of research study; the method is defining the problem, type of data collected and the methods used for collecting the data.

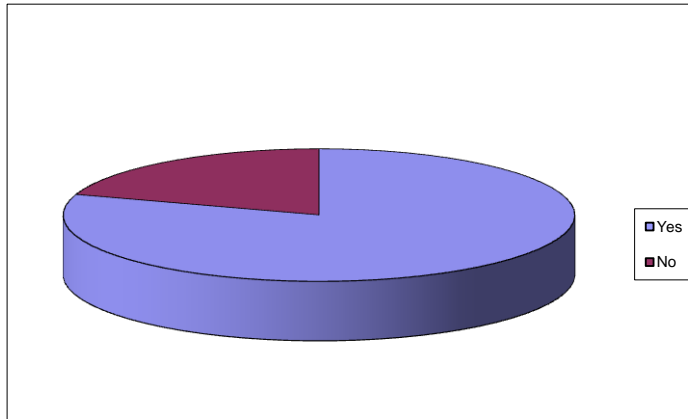
Results & Discussion

1. Level of satisfaction with wages

Yes	No
80	20

(Data in Percentage)

INTERPRETATION:



80 percent of the employees are satisfied with the wages paid to them. Only 20 percent of the employees feel that there should be a hike in wages paid to them.

2. Availability of Incentives Wage Schemes For Efficient Work On Your Organization

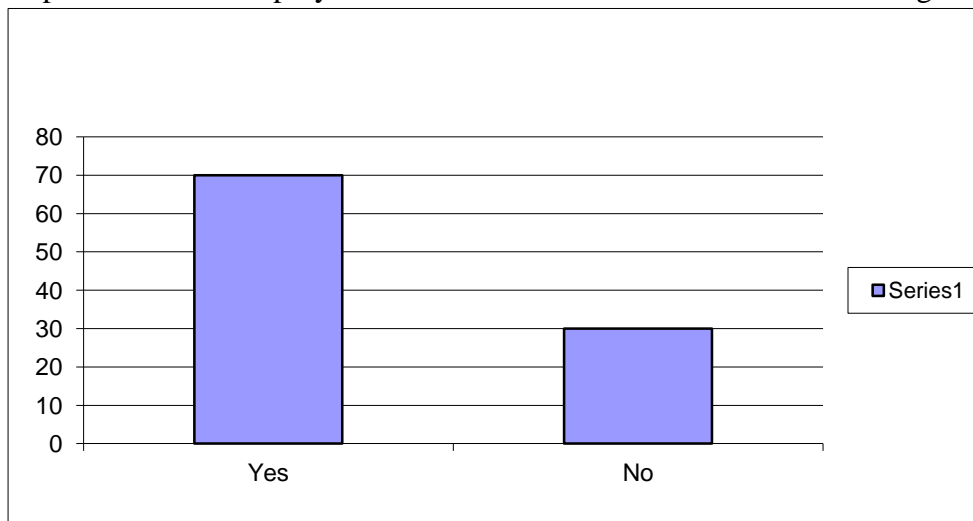
Yes	No
70	30

(Data in Percentage)

GRAPH: 2.1

INTERPRETATION:

70 percent of the employees feel that there should be an incentive wage scheme for efficient



work in the organization.

3. Level of satisfaction with the present working conditions

Yes	No
90	10

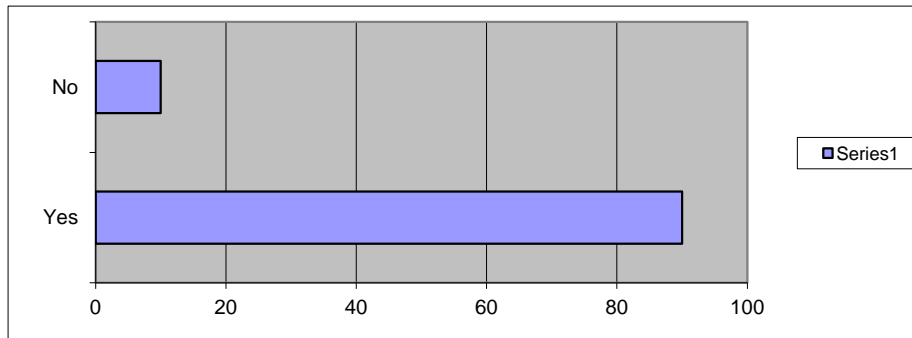
(Data in Percentage)

GRAPH: 3.1

INTERPRETATION:

Almost all the employees are satisfied with the present working conditions and environment.

4. Level of relations between the Management and the Workers



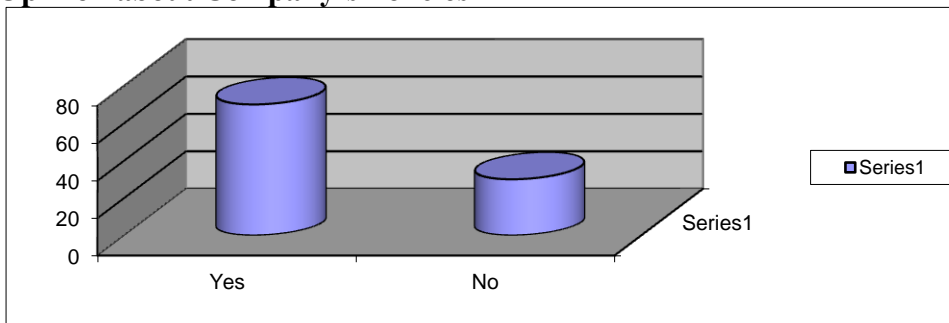
To Some extent	To Large extent
70	30

(Data in Percentage)

INTERPRETATION:

70% of the employees feel that the management has a good relation with the workers and only 20% of them feel that the management should improve their relation with the workers.

5. Opinion about Company's Policies

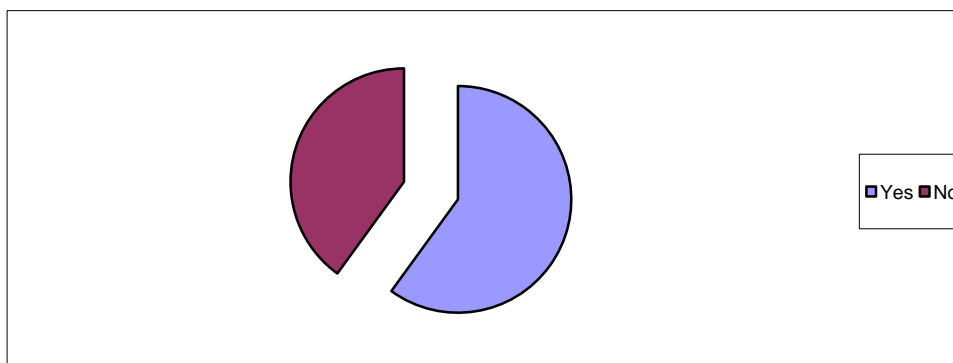


To Some extent	To Large extent
60	40

(Data in Percentage)

INTERPRETATION:

60% of the employees feel that the company policies really protect their interest. 40% of them

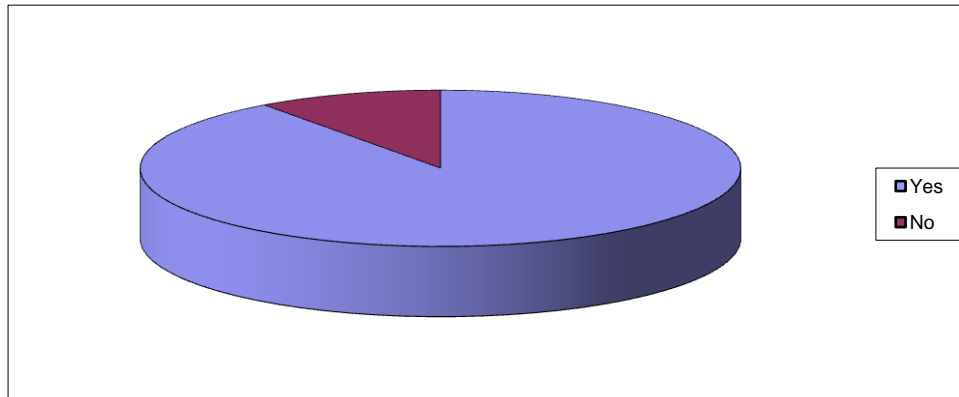


feel that their interests are not protected.

6. Availability of training facilities to improve company performance

To Some extent	To Large extent
90	10

(Data in Percentage)



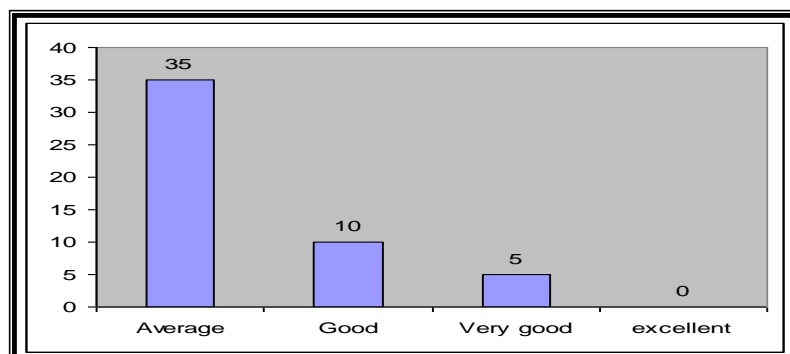
INTERPRETATION:

Almost all the employees are satisfied with the training provided by the company to improve their performance.

7. Range on scale of getting maximum & good quality profiles

SL.NO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE %
1	Average	70	70
2	Good	20	20
3	Very good	10	10
4	excellent	0	0
total		100	100

ANALYSIS:



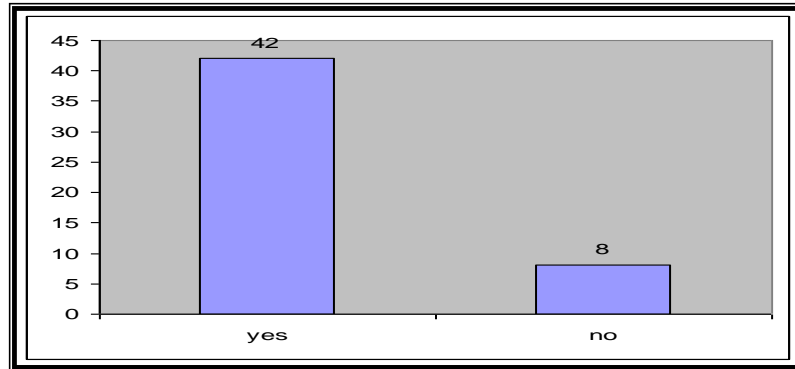
INTERPRETATION:

The above graph shows that the range of getting good quality profiles are average are 70%, and good are 20% and very good is shown by 10%. so no excellent are there.

8. Availability of training skill development to new recruits

SL.NO	RESPONSE	NO OF RESPONDENTS	PERCENTAGE %
1	yes	84	84
2	no	16	16
total		100	100

ANALYSIS:



INTERPRETATION:

The above graph shows the training provided to new recruits is yes by 84% and no by 16%.so training is provided to some extent.

Conclusion

Human Resource planning of its workers means a work force motivated and committed to high quality performance. Increase productivity the quantity and quality of output per hour worked seems to be a byproduct of improved quality of working life. From the findings and suggestions and conclude that employees are satisfied about working conditions, work environment, fringe benefits, training programs, solving the problems to the employees. Finally, we would like to conclude that company is taking good care to the employee's. The management attitude towards employees is appreciable.

References

1. Ashwathappa.K(2014), Human Resource Management, Tata McGraw Hill Publications (10 th Edition)
2. Deith Davis (2016),Human Relation at Work (12 th Edition)
3. Tripathi(2012), Personnel management &industrial Relations (7 th Edition)
4. P. SubbaRao(2015), Essentials of Human Resources and Industrial Relations (9 th Edition)