

A MAJOR PROJECT ON HR PLANNING WORK CARRIED OUT IN MOTHER DAIRY PVT LIMITED

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ABSTRACT

HR plans specify the roles, vocations, and/or tasks that the company will need in the next year. They also outline how these roles, vocations, and/or duties will be organised within the organisation, including who they will report to and how they will collaborate with one another. In the process of developing a staffing plan, a strategy plan, or a business plan, it is crucial to remember that the planning process is just as important as the plan (document) itself, if not more significant. As a result, don't forget about the planning phases that come before the actual planning. You will almost certainly learn as much information as you will gain in terms of development, and this is a certainty. If your firm is new or small, and you don't have much expertise with workforce planning, you should seek guidance from human resources specialists to help you. It's conceivable that you'll just want a couple hours of consulting time in total. Keep in mind, however, that you most likely already know a great deal of information that may be included in the initial draught of the plan you are constructing before enlisting the assistance of others. Draft your approach starting with a list of your values; consider seeking input from persons who can give reliable viewpoints; alter the plan as needed; put it into action; and then review it again as necessary.

I. INTRODUCTION

Methods for identifying staffing requirements and developing a staffing strategy that are formally documented When a corporation has completed some kind of strategic or business planning for the whole organisation, personnel planning (also known as workforce planning or human resources planning) becomes much easier. In order to achieve the plans' general goals, good plans should result in action plans that outline who will do what and when to achieve those objectives. It is common for the nature of such jobs to reveal the kind of skills (or personnel) that will be needed to perform them on time. These human needs typically result in staffing plans that outline which vocations or tasks are necessary, as well as when they are needed. If your organisation does not have a formal, recorded strategy or business plan, don't be discouraged (although you should aspire to do so soon). A significant amount of the information that would be included in such plans is very certainly already in the minds of the organization's management. Starting a staffing plan based on this knowledge is a good idea in such a case. Most of the time, the processes are carried out in the sequence shown in the figure below. A significant factor influencing the degree to which procedures are followed is the amount of resources available inside the organisation for thorough, formal planning and preparation.

Human resource professionals are generally adept at forecasting talent requirements within business units (BUs), but they frequently struggle to integrate BU requirements into enterprise-wide strategic objectives.

II. NEED OF PROJECT

Employees will benefit from the performance plan since it will help them in discovering various training programmes that they may enrol in to increase their knowledge and productivity.

Although there is no defined structure for developing a performance plan in the majority of circumstances, it should contain the following four components. One is to define the goals, and the other is to incorporate a variety of distinct performance metrics. Performance planning should comprise a list of numerous measurements or activities that are required to achieve desired targets, as well as a time range for each goal, according to the third point.

III. SCOPE OF PROJECT

The ability to recognise and understand how different business units contribute to the development and implementation of strategic workforce plans will assist you in developing an unified personnel strategy that will support the company's objectives.

Having a comprehensive picture of skills in an organization-wide workforce plan may help firms effectively deploy individuals across business units (BUs), which is especially important when there is a pressing need to address a talent shortage. However, the majority of firms produce workforce plans at the business unit level and then struggle to pull them all together into a strategic workforce plan for the whole organisation. Identify the processes and actions that should be carried out at the BU level, rather than seeing workforce strategies at the organisational and BU levels as two separate alternatives. Then consider how this information may be used to affect organisational planning in the future.

IV. OBJECTIVES OF STUDY

- To know how the HR planning process in mother dairy .
- To know the satisfaction level of staff and teachers working in their institution.
- To study the parents needs and expectation towards the HR planning process in mother dairy in feedback of the employee.
- To study level of satisfaction of parents planning procedure policies and procedures already existing.
- To study the parents behavior of them choosing the best HR planning process in mother dairy

V. RESEARCH METHODOLOGY

Primary Data:

Primary data are new information gathered by a survey of workers utilising a questionnaire to gather information.

Data from a secondary source

Secondary data is gathered from sources such as books and the internet.

Research design

Research design is the specification of the method and procedure for acquiring the information needed to solve the problem.

Sample Design

Sample Element : Mother dairy .

Sample Size : 100 samples

Sample Test : %tile analysis

Sample Media : Questionnaire

Sampling Method : Simple Random Sampling

VI. REVIEW OF LITERATURE

L. Brubaker (2001) Job insecurity research has focused largely on attitudinal, behavioural, and health results. Additionally, research in the region of workplace safety has mostly centered on ergonomic elements as well as personnel selection as well as education as main antecedents of security. 2 cross sectional structural equational modelling analyses and one longitudinal regression evaluation of 237 food processing plant workers unite these two disparate areas of investigation by checking out the fairly uncharted connection between employment insecurity as well as security results. Results suggest that personnel that state very high perceptions of employment insecurity exhibit reduced security commitment and compliance, which are actually connected to higher levels of workplace injuries as well as accident.

Steven A. Freeman (2003) The main goal of this particular analysis was evaluating the consequences of a plan of auditing on safety performance, when administered in a large industrial manufacturing environment. Protection auditing was used as a useful hands-on-training as well as understanding application, for hazard identification, risk reduction as well as behaviour modification. Protection performance was examined by 2 perspectives, the amount of standardized rates as well as damage cases. Performance was examined using the t test and Poisson methodologies. Because of the rarity of damage events, the t test was a bad tool in figuring out if the consequences of the audit therapy were statistically significant.

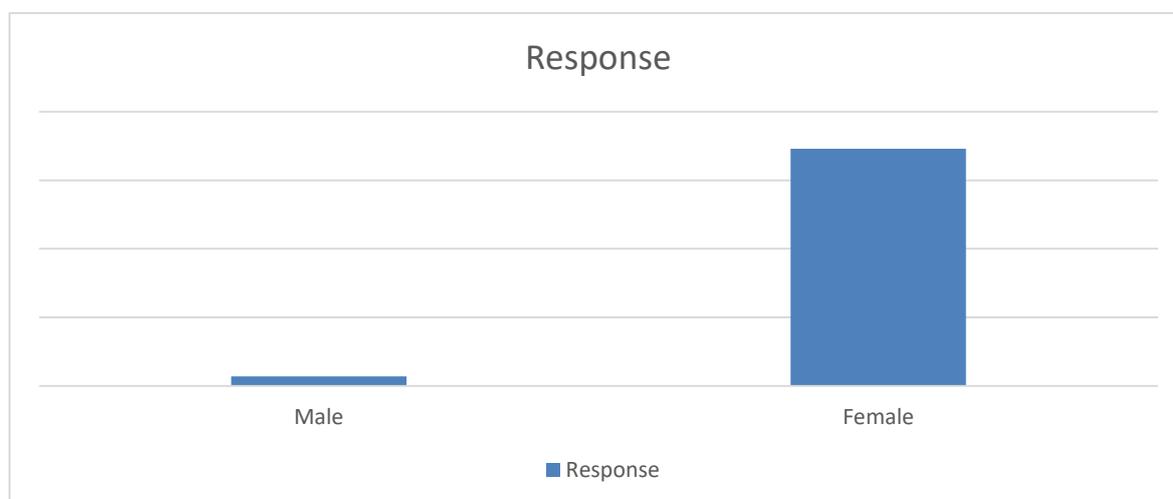
Magorzata Milczarek (2004) One of the dimensions viewed as a part of a company's security culture or maybe climate is actually workers' perceptions towards safety as well as danger. In the current study these private features are described as workers' security culture, that is known as a method of acting centered on daily life and taking proper care of one's health.

Peter D. Van Derlyke (2005) Safety incentive plans have been used for a long time as a means of keeping employee accidents under control. You can find numerous ways incentives could be implemented & little is thought around which are the best. This particular thesis project reports on a study conducted more than 5 (five) years at some of BJ's Wholesale Club's greatest accident frequency amount spots. Every year a couple of locations with higher crash frequency rates have been picked to be on that which was known as the Safety Task Force.

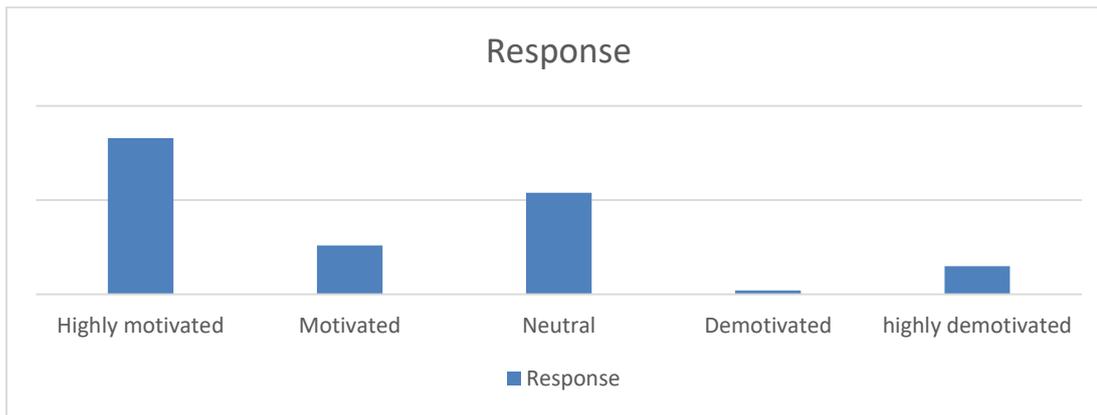
K. VIDHYA (2009) A research on Effectiveness of Employees Health" and Safety with reference to Rane Madras Limited that has undertaken at Rane Madras Limited. Personnel Health and Safety look after avoidance of crashes generally as an engineering issue to be tackled through appropriate developing of manual protection equipment. Infact, accident avoidance as well as safety are interring associated as well as, thus call for a multi-dimensional strategy.

VII. DATA ANALYSIS & INTERPREATION

1.Gender	Response	Percentage
Male	7	4%
Female	173	96%
Total	180	100%



2.PLANNING IMPROVES MOTIVATION	Response	Percentage
Highly motivated	83	46%
Motivated	26	15%
Neutral	54	30%
Demotivated	2	1%
highly demotivated	15	8%
Total	180	100%



VIII. FINDINGS

The goal of strategic human resource management is to help companies in meeting the needs of its employees while also furthering the company's overall goals and objectives. Human resource management comprises all aspects of a firm that have an impact on its employees, such as recruitment and firing, salary and benefits, training, and administration, among other things. Work incentives, awareness of safety practises, and sick or vacation days are all things that may be supplied by human resources departments.

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IX. SUGGESTIONS

- Employee retention may help firms save money by reducing the amount of time and money spent on recruiting and training new employees.
- Exit interviews with leaving employees may be conducted as part of a company's strategic human resource management plan.
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X. CONCLUSIONS

In the field of strategic human resource management, employee development is a critical component. This practise is initiated when a company begins the process of recruiting and interviewing prospective employees. The development of improved interviewing skills may assist in the elimination of individuals who are not a good match for the company.

A comprehensive training and mentoring programme may be beneficial in bringing a new employee up to speed on company rules as well as any existing or ongoing projects on which they will be working after they have been employed. Continuous training programmes, mentorship, and periodic performance evaluations may be used by a company to assist employees in achieving their maximum potential. A company's ability to provide consistent outcomes may be improved by investing in the training and development of its employees.

A strategic approach to human resource management is essential in both large and small enterprises. If you operate a small business, it may be as simple as the owner or manager spending a few minutes each day looking over the company's operations, aiding employees, and assessing them, as well as offering periodic reviews. In bigger organisations, human resources and development may be the responsibility of a distinct department or division. It is possible to improve the overall quality of employees by meeting their needs in a way that is beneficial to the company as well as the employees. It is definitely worth the effort to provide employees with the tools they need in order to be successful.

XI. REFERENCES:

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