A STUDY OF MANPOWER PLANNING FOR ENHANCED PRODUCTIVITY WITH SPCIAL REFERENCE TO RANE GROUP PVT LTD TRICHY

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ABSTRACT

Manpower planning plays a crucial role in ensuring the effective utilization of human resources and enhancing organizational productivity. It involves forecasting manpower requirements, assessing available skills, and aligning workforce capabilities with organizational objectives. This study focuses on analyzing the effectiveness of manpower planning practices at **Rane Group of PVT Limited (Seating Division)** and their impact on employee productivity and operational efficiency. The research aims to identify existing workforce strengths, skill gaps, and challenges faced in manpower planning within the organization. Primary data were collected from 107 respondents over a period of 30 days using structured questionnaires, while secondary data were obtained from company records and relevant literature. The study highlights the importance of optimal workforce allocation, proper skill utilization, and future manpower forecasting to meet organizational goals. Findings reveal that effective manpower planning helps in reducing labor shortages and surpluses, improving productivity, minimizing operational costs, and supporting organizational growth. The study concludes that strategic manpower planning is essential for sustaining competitiveness in the dynamic automobile manufacturing industry and recommends continuous skill development and workforce optimization for improved performance.

KEY WORDS : Optimal Workforce Allocation[1], Proper Skill Utilization[2], Future Manpower Forecasting [3] Labor Shortages And Surpluses [4], Improving Productivity[5]