

PROJECT REPORT

ON

“A STUDY OF MANPOWER PLANNING IN TATA MOTORS”

G.S COLLEGE OF COMMERCE AND ECONOMICS, NAGPUR

AFFILITATED TO

RASHTRASANT TUKADOJI MAHARAJ NAGPUR UNIVERSITY

NAGPUR

IN PARTIAL FULFILMENT FOR THE AWARD OF THE DEGREE OF

BACHELORS OF BUSINESS ADMINISTRATION

SUBMITTED BY

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UNDER THE GUIDENCE OF

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G.S College of Commerce & Economics, Nagpur

NAAC Re-Accredited “A” Grade Autonomous Institution



Academic Year 2022-2023



G.S College of Commerce and Economics, Nagpur

Academic Year 2022-23

CERTIFICATE

This is to be certify that the project entitled “A Study of manpower planning in tata motors” prepared by “**Twinkal V. Thakre**” submitted in partial fulfillment of BACHELOROF BUSINESS ADMINISTRATION degree examination, has not been submitted for any other examination and does not form part of any other course undergone by the candidate. It is further certified that she has completed her project as prescribed by BBA Department (Autonomous), G.S. Autonomous College Of Commerce & Economics, Nagpur. Affiliated To Rashtasant Tukadoji Maharaj Nagpur University, Nagpur.

Prof. Leena Kapse
(Project Guide)

Dr. Afsar Sheikh
(BBA Co-Ordinator)

Place: Nagpur

Date:



G.S College of Commerce and Economics, Nagpur

Academic Year 2022-23

DECLARATION

I here-by declare that the project entitled “A Study of manpower planning in tata motors” has been completed by me in partial fulfillment of **BACHELOR OF BUSINESS ADMINISTRATION** degree examination as prescribed by BBA Department (Autonomous), G.S. Autonomous College of Commerce & Economics, Nagpur. Affiliated To Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur. and has not been submitted for any other examination and does not form the part of any other course undergone by me.

Name and Student Signature

Twinkal V. Thakre

Place: Nagpur

Date:



G.S College of Commerce and Economics, Nagpur

Academic Year 2022-23

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With immense pride and sense of gratitude, I take this golden opportunity to express my sincere regards to **Dr. Swati S. Kathaley , Principal, G.S. College of Commerce & Economics, Nagpur.**

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I would like to thank all those who helped me in making this project complete and successful.

Student name and signature

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Place: Nagpur

Date :

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CHAPTER 01
INTRODUCTION

INTRODUCTION

Manpower planning is the process of anticipating, identifying, selecting and nurturing what is most useful and beneficial to the organisation. Manpower planning is, therefore, concerned with the optimum utilization of human resources in the organisation.

Manpower planning is the prime function of staffing. It is an essential requisite for organisational success. Continued supply of able and quality managers and other subordinates is essential for achieving the pre-determined goals of the enterprise. Hence, the need for capable managers and subordinate managers has been increasing day by day. As a matter of fact, owing to growing size of business, increasing competition, rapid technological advances, globalisation, deregulation and other government measures there exists a wide gap between the demand for and supply of well-trained managers.

The modern enterprise, in general, has been experiencing the shortage of such managers. This has increased the role of manpower planning in an enterprise which, in turn, has increased the burden of existing managers. The manager has to ensure that “a constant stream of subordinate managers is recruited, selected, trained, developed and promoted...”

The manpower plans help to bring supply and demand into equilibrium, as a continual workforce planning exercise, the inputs to which will need constant varying to reflect the actual as against predicted experience on the supply side and changes in production actually achieved as against forecast on the demand side. The plans interact with manpower planning issues at every given stage in all these areas of human resources.

They are recruitment and selection, induction and orientation, training and development, compensation and benefits, performance appraisal and management, industrial relations, promotions, transfers, terminations, staff amenities and welfare, retirement, attrition, redundancy, voluntary retirement and career and succession planning.

Without proper planning, it becomes difficult for a company to develop and progress in a planned and systematic manner. Proper planning, right from the start, and making arrangements keeping in mind the company's growth path are essential steps for the company's success.

The main objective of manpower planning is to acquire, utilize, improve, and retain effectively the employees to attain results in the most favorable manner. The main aim of developing a manpower plan is

to be able to anticipate issues arising from excess or limited manpower. Besides this, it also helps an organization to hire and retain employees needed and in making complete and efficient use of the workforce. Hence, the personnel manager of each department is expected to develop a manpower plan keeping in mind the entire organization as a part of the corporate plan.

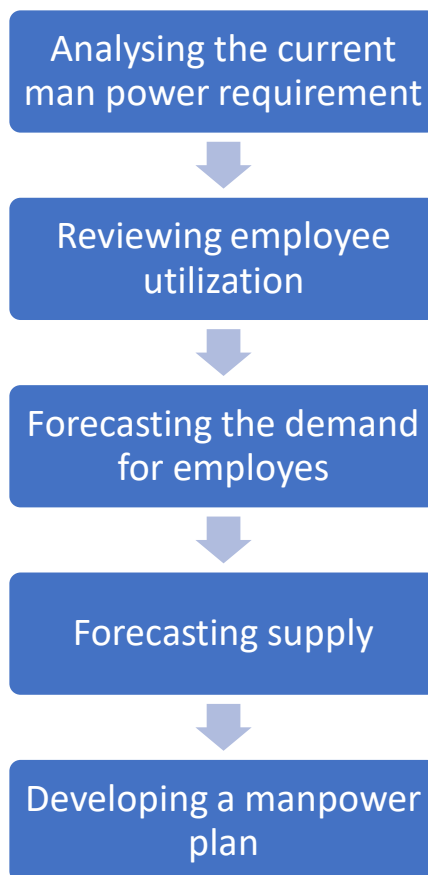
Need of Manpower Planning

- Shortages and surpluses can be identified so that quick action can be taken wherever required.
- All the recruitment and selection programmes are based on manpower planning.
- It also helps to reduce the labour cost as excess staff can be identified and thereby overstaffing can be avoided.
- It also helps to identify the available talents in a concern and accordingly training programmes can be chalked out to develop those talents.
- It helps in growth and diversification of business. Through manpower planning, human resources can be readily available and they can be utilized in best manner.
- It helps the organization to realize the importance of manpower management which ultimately helps in the stability of a concern.

Advantages of Manpower Planning

- It is useful both for organization and nation.
- It generates facilities to educate people in the organization.
- It brings about fast economic developments.
- It boosts the geographical mobility of labor.
- It provides smooth working even after expansion of the organization.
- It opens possibility for workers for future promotions, thus providing incentive.
- It creates healthy atmosphere of encouragement and motivation in the organization.
- Training becomes effective.
- It provides help for career development of the employees.

Process of manpower planning



CHAPTER 02
COMPANY PROFILE

COMPANY PROFILE



TATA GROUP-Leadership with trust

TATA MOTORS Company established in 1945. A Tata motor is part of the use 100 billion Tata group founded by "Jamshedji Tata" in 1968. In this company under the employee's strength is 60000 and company turnover is 42 billion dollars. This company under 6600 sales and services points Tata motors provided highly manpower requirement to the peoples.

TATA group's main interest was to attract and hire these individuals within a six-month period of time. The decision was made to assess applicant based on a number of variables relating to the ability to communicate coherently, follow direction, math and language aptitude and good manual. Prior to the interview process no. specific tools were identified that were thought would adequately assess applicant and then allow for selection of individuals that would be interviewed for the production associate position. The initial step of the process reviewed the submitted cover letter and resume of an applicant for communication skills, ability to follow directions, education work force recruitment 13 level, work history and community involvement. Individuals to make the criteria were then referred for an assessment of math language and dexterity skill.

This paper researched three areas, the importance of employee's basic skills and use of pre-employment assessment confirm these skill and recruitment and selection of quality workforce. Studies have shown that pre-employment assessment is one of the most successful tools for job applicant's probable job performance. Basic skills are critical for prospective employs to process to aid their employers need to be competitive in today's ever-changing market. A quality work force is vital for companies to develop and

succeed. Therefore, having an appreciation of the process of requirement and selection for a quality workforce is essential.

The issues researched were all crucial in the development of the recruitment and assessment process implemented by workforce resource Inc., for Tata motors workforce need. For TATA Motors workforce building a company and hiring a new workforce can be every challenging, especially when the need is to hire several hundred people over a five-month period. With an average unemployment rate of 3.0% building a workforce in the CHINNCHWAD is a great challenge.

TATA MOTORE LIMITED formerly known as TELCO (TATA Engineering and Locomotive Company) is a multinational corporation Headquarter in Mumbai India.

TATA Motors Limited is India's largest automobile company, with consolidated revenues of RS.92.519. Corers (USD 20 billion) in 2009-10. It is the leader in commercial vehicles in each segment, and among the top three in passenger vehicles with winning products in the compact midsize car and utility vehicle segments. The company is the world's fourth largest truck manufacturer, and the world's second largest bus manufacturer.

The company's 24000 employees are guided by the vision to be "Best in the manner in which we operate, best in the products we deliver, and best in value system and ethics." Established in 1945, TATA Motors presence indeed cuts across the length and breadth of India Over 5.9 million TATA vehicles ply on Indian roads, since the first rolled out in 1954. The Company's manufacturing base in India is spread across Jamshedpur (Jharkhand), Pune (Maharashtra), Lucknow (Uttar Pradesh), Pant Nagar (Uttarakhand) and Dharwad (Karnataka). Personal management is productive exploitation of manpower resources. This is also termed as "Manpower management." Manpower management is choosing the proper type of people as and when required. It also takes into account the upgrading in existing people. Manpower management starts with manpower planning. Every manager in an organization is a personal man, dealing with people.

MILESTONE OF TATA MOTORS

The TATA group is one of India's largest and most respected business conglomerates. The group business are spread over seven business sectors.

Foundation (1868-1931)

Consolidation (1932-1989)

Expansion (1990 onwards)

1945 - Tata Engineering and Locomotive Co. Ltd. were established to manufacture locomotives and other engineering products.

1954-Tata launched its first Mercedes Benz diesel truck, Telco.

1977-First commercial vehicle manufactured in Pune.

1986- Production of first light commercial vehicle, TATA 407, indigenously designed followed by TATA 608.

1989-Introduction of the Tata mobile 206 - 3rd LCV model.

1991-Launch of the 1st indigenous passenger car Tata Sierra.

1994-Launch of Tata Sumo- the multi utility vehicle. Launch of LPT 709-a full forward control, light commercial vehicle.

1995-Mercedes Benz car E220 launched.

1996-Tata Sumo deluxe launched.

1997-Tata Sierra Turbo launched.

1998-Tata Safari-India's first sports utility vehicle laughed INDICA, India's first fully indigenous passenger car launched.

2000-Launch of CNG buses.

2001-Launch of CNG Indica, Launch of the TATA Safari EX.

2002-Patrol version of indica V2 launched, launch of the EX-series in commercial vehicles launch of the TATA Sumo '+' series.

2003-Launch of the TATA Safari Limited Edition on 29th July, J.R.D. Tata's birth anniversary, TATA engineering becomes TATA Motors Limited.

2004-Tata motors acquire Daewoo Commercial Vehicle Company, South Korea.

2005-Tata Ace, India's first mini truck launched. Branded buses and coaches- Star bus and Globus- launched.

2007-Latest common rail diesel offering the Indica V2 Decor, launched.

2008 - Launch of the new Sumo - Sumo Grande, which combines the looks of an SUV with the comforts of a family car. TATA Motors unveils its people's car NANO, at the ninth Auto Expo, Xenon 1-ton pickup truck launched in Thailand.

2009-Tata Motors launches the Sumo Grande MK 2. Launch of premium luxury vehicles Jaguar XF, XFR and XKR and Land Rover Discovery 3, Range Rover Sport and Range Rover from Jaguar and Land Rover in India. First Jaguar Land Rover showroom opens in India.

2010- Tata motors passenger car division launches 'TATA Motors Service edge' For leading edge customer services.

2011-The TATA NANO begins international journey in Shrilanka and Bangladesh TATA Indica Vista launched. Tata motors complete 50 years of its International Business.

2012-Tata Motors enters Bangladesh's new car market, launch of PT. Tata Motors Indonesia, Tata motors enters into distribution agreement in Myanmar.

2013-TATA motors launch the world-class range of Tata PRIMA trucks in Shrilanka.

2014-TATA Motors launched the all-new car the classy sedan-Zest and Bolt showcase the new DNA in 'New Delhi'.

Launching F-Tronic automated manual transmission technology for Zest first-class for compact sedan.

2015-Tata Motors launches its new Sigma range of commercial vehicles.

Tata Motors launched of its 100000th Tata ACE Zip at Dharwad in Karnataka.

2016-Tata motors has to be launch of the Tata Tiago.

2017- Tata motors announced the launch new Tata Ace XL range of small commercial cargo vehicles.

2018- Tata motors are set to launch the production version of the 45 X that was displayed at the 2018 Delhi Auto Expo which will be their premium hatchback offering in the country.

2019-Tatu Harrier, it was launched on 23 January 2019.

Manufacturing of locomotives and other engineering products - 1945



Commercial Vehicle – 1954



Telco – 1969



Heavy Commercial Vehicles – 1983



Steam Road Roller – 1948



1210 Series of vehicles - 1964



Tata 1210 Semi Forward Model - 1975



Tata LCV 407 - 1986



**Multi Utility Tata Mobile – 1989
Sierra - 1991**



Indigenous Passenger Vehicle Tata



Tata Estate – 1992



Tata Sumo - 1992



Telco – 1995

Tata Safari - 1998



Tata Indica – 1998

Tata Indigo - 2002



Tata Novus – 2004



Tata Indigo Marina - 2004



Globus – 2005



Tata ACE Mini Truck - 2005



Tata SUT Sports Utility Truck – 2007



Tata Magic - 2007



Tata Winger Maxi Van – 2007



Tata Indigo CS - 2008



Tata Nano – 2009



Tata Prima Standard Truck - 2009



Jaguar Land Rover – 2009



Tata Manza - 2009



Tata Aria – 2010



Tata Venture - 2011



Tata Magic Iris – 2011



Tata Ace Zip - 2011



Tata Safari Storme – 2012



Tata Armoured Personnel Carrier - 2014



Tata Zest – 2014



Tata Marcopolo Magma Luxury Coach - 2015



Tata Bolt – 2015



Tata Tiago - 2016



Tata Xenon Yodha – 2017



Tata Starbus Hybrid - 2017



Tata Hexa – 2017



Tata Tigor - 2017



Tata AMT Bus – 2017



Tata Tiago Amt - 2017



Tata Nexon – 2017



Tata Tigor EV - 2017



Tata ACE Gold – 2018



Tata Nexon Amt - 2018



Tata Harrier – 2018



Tata Nexon - 2018



Winger 15S – 2018



Global Premier - 2019



Ziptron – 2019



Electric SUV Nexon EV - 2019



Tata Altroz Voice Bot – 2019



GCW Prime Mover Tractor - 2020



ABOUT PUNE PLANT

The PUNE unit is spread over two geographical regions- PIMPRI (800 acres) and CHINCHWAD (130 acres). It was established in 1966 and has Production Engineering Division, which has one of the most versatile tools making facilities in the Indian sub-continent. It houses a vehicle manufacturing complex which is one of the most integrated automotive manufacturing centers in the country producing a large variety of individual items and aggregates. It is engaged in the design and manufacture of sophisticated press tools, jigs, fixtures, gauges, metal pattern and special tools, as well as models for the development of new ranges of automobile products.

The passenger car division in 'K' block executes the entire process of car manufacture over five shops - the engine shop, the transmission shop, press and body shops, paint shop and the trim and final assembly shop. The shops are fully automated ensuring that is minimum chance for error in the manufacturing processes. After the car is completely assembled, it goes through several checks like wheel alignment, side slip test, brake test, shower test and a short test run before it is ready for dispatch. All systems such as materials management, maintenance and other activities are computerized, enabling smooth operation and minimum inventory needs.

The electronics division is engaged in the production of a wide variety of machine tool controllers, PLCs, test rig instrumentation, servomotors, proximity switches. In addition, it has developed a number of components such as flashers, horns, timers that are used in Tata Motors vehicles. Industry experts rate the fully automated foundries at Chinchwad and Maval among the best worldwide. The Iron Foundry at Chinchwad produced 37000 tons of high precision casting in 2006-07 while the Iron Foundry at Maval produced 14000 tons of spheroid Iron casting 2006-07.

These include Cylinder Blocks, Cylinder Heads, Gear Box Housing, etc. To dispense with the need for outsourcing, an Aluminum Foundry with an annual capacity of 3300 tons has been established.

TATA MOTORS in International Market

TATA Motors is also expanding its international footprint to establish through exports since 1961.

The company's commercial and passenger vehicles are already being marketed in several countries in Europe, Africa, the Middle East, South East Asia, South Asia and South America. It has franchisee/joint venture assembly operations, in Bangladesh, Ukraine and Senegal.

TATA Motors, the first company from India's engineering sector to be listed in the New York Stock Exchange (September 2004), has also emerged as an international automobile company.

ACQUIRING FIRM

- Jaguar Land Rover, a business comprising the two iconic British brands that was acquired in 2008.
- In 2005, TATA Motors acquired a 21% stake in Hispano Carrocera, a reputed Spanish bus and coach manufacturer and subsequently the remaining stake in 2009.
- In 2004, it acquired the Daewoo Commercial Vehicles Company, South Korea's second largest truck maker.

JOINT VENTURE

- In 2006, TATA Motors formed joint venture with the Brazil based MARCOPOLO, a global leader in body-building for buses and coaches to manufacture fully-built buses and coaches for India and select international markets.
- In 2006, TATA Motors entered in joint venture with Thornberry Automotive Assembly Plant Company of Thailand to manufacture and market the companies pickup vehicles in Thailand

New Plant Production

- The new plant of TATA Motors (Thailand) has begun production of the Xenon pickup truck, with the Xenon having been launched in Thailand in 2008.

- In January 2008, TATA Motors unveiled its people's car, the TATA NANO, which India and the world have been looking forward to the TATA NANO has been subsequently launched, as planned in India in March 2009. The standard version has been priced at Rs.100000 (excluding VAT and transportation cost).
- In 2005, TATA Motors created a new segment by launching the TATA ACE, India's first indigenously developed mini-truck.
- In May 2009, TATA Motors introduced ushered in a new era in the Indian automobile industry, in keeping with its pioneering tradition, by unveiling its new range of world standard trucks called Prima.

Eco-Friendly Environment

Tata Motors are equally focused on environment- friendly technologies in emission and alternative fuels. It has developed electric and hybrid vehicles both for public transportation. It has also been implementing several environments- friendly technologies in manufacturing processes, significantly enhancing resource conservation. Through its subsidiaries the company is engaged in engineering and automotive solutions, construction equipment manufacturing, automotive vehicles components manufacturing and supply chain activities, machine tools and factory automation solutions, high precision tooling and plastic and electronic components for automotive and computer applications, and automotive retailing and service operations.

Improvement in QUALITY OF LIFE

TATA Motors is committed to improving the quality of life of communities by working on four trust areas employability, education, health and environment. The activities touch the lives of more than a citizen. The company's support on education and employability is focused on youth and women.

They range from schools to technical education institutes to actual facilitation of income generation. In health, our intervention is in both preventive and curative health care. The goal of environment protection

is achieved through tree plantation, conserving water and creating new water bodies and last but not the least, by introducing appropriate technologies in our vehicles and operations for constantly enhancing environment care.

DIVISION IN TATA MOTORS

- Production Engineering Department (P. E.)
- Engineering Research Center (ERC)
- Auto Division PIMPRI
- Productivity System Division (PSD)
- Ancillary Development Department (ADD), PIMPRI
- Foundry at CHINCHWAD & MAVAL
- Central Quality Assurance
- Human Resource Division
- Central Tool Engineering Department
- Ancillary product Department
- Electronics Division
- Central Plant Engineering Department (CPED)
- Auto Projects
- Special Production Shop at H Block
- TAL (Growth Division, MTD)
- Management Services Division (MSD)
- Training Division

Working Block (Unit) at TATA MOTORS, PIMPRI PLANT

HR- Human Resource Department

ERC- Research Department

A Block- Training division

B Block-Production Engineering

C Block-Transmission Division

D Block-Truck Chassis & Engine Shop

E Block-Press, Print & Frame Assembly

H Block-Special Production Shop, Assembly for 407/709

I Block-Administration Centre

J Block-MUV, SUV & Pick-up Vehicle Factory

K Block-Passenger Car Plant

VISION -

To be a world class corporate constantly furthering the interest of all its stakeholders.

MISSION towards Employees-

To create a seamless organization that incubates & promote innovation, excellence & the TATA core values.

PURPOSE-

To create economic assets for road transportation for bulk movement of goods and people and participate in managing these over the life of assets in order to create and capture in economic values.

METHODS FOLLOWED BY TATA MOTORS –

OPTIMAL FAMILY SIZE TECHNIQUES (OFS)

There are two techniques followed by TATA MOTORS for manpower planning which is called as optimal family size techniques.

- Volume and productivity-based manpower workout for Blue Collar Employees:
It includes operator level employees.

- Volumes based manpower is define as a people required for different setup of engines and productivity-based manpower is define as a performance of employees.
- Example for volume-based manpower:

Part Assembly and Tasting: 75

Manpower: 83

- Activity, Project based manpower workout for White Collar Employees.
- It includes Staff and Manager level employees. Activity, Project based manpower is define as if there is now project or new activity will be introduced in a department or in a company then it requires new qualified manpower.
- Ex: New product Development and Size of the project.

Products and Services Provide by TATA MOTORS -

TATA MOTORS provide the products to customers. This product provides as the type of hatchback, trucks, transportation vehicles and utility vehicles. Such as India, Indigo, Zika, Safari etc.

Tata Motors groups provide the better facilities and services. Such as overview, customer care, insurance, preowned vehicles etc. This company through the employee's finance and insurance service for security to vehicles, better merchandise accessories and corporate & institutional sales to provide the customers.

CHAPTER 03
OBJECTIVES OF THE STUDY

OBJECTIVES OF THE STUDY

- To explore the impact of Manpower planning on organizational performance
- To study how manpower planning plays a key role in the growth of Tata Motors.
- To study how efficiently man power planning is done to improve the efficiency of organization.
- To ensure optimum use of available manpower in the process of manpower planning

CHAPTER 04
LIMITATION OF STUDY

Limitation of study

The limitation of study states with the following points:

- This study is limited for to Nagpur region only.
- This is limited to man power planning aspects only. It will not going to find external environment effect on manpower planning.

CHAPTER 05
REVIEW OF LITERATURE

REVIEW OF LITERATURE

The Concept of Manpower Planning.

It is the work of the organization to determine its current and future manpower requirements that will help to meet its objectives. According to Bulla and Scott (1994), human resource planning is a process for ensuring that the human resource requirements of the organization are identified and plans are made for satisfying those requirements. Milkovich and Boudreau (1993) outlined that Manpower planning is the process of collecting and using information on the base of which it can be discussed as the number of resources spent on personnel activities. Mondy and Noe (2006) advocated that Manpower planning is the entry point of human resource management concerned with the determination of human resource requirements, job analysis, recruitment, selection and socialization. Reilly (2003) defined workforce planning as a process in which an organization attempts to estimate the demand for labor and evaluate the size, nature and source of supply which will be required to meet the demand. Anyim MBA and Ekwoaba (2012) were of the opinion that Manpower planning is a first and most basic, activity of the human resource management function.

Khadka (2009) stressed that human resource planning must be linked to the overall strategy of the organization. Koubek (2007) stated that personnel planning serves to achieve the goals of the organization by development prediction, setting the targets and realizing arrangements leading to current and future ensure of business tasks with adequate manpower.

Dessler and Varkkey (2009) affirmed that personnel planning embraces all future positions and planning flows from the firm's strategic plan. Mullins (2003) condemned that human resource planning as the process of planning for the work force needs of an organization to ensure that the personnel needs are constantly met and this is achieved through demand and supply analysis, Dwevedi (2012) saw Manpower planning as a process which helps out in properly performing important human resource functions such as true and timely information which is provided about when to do defined as an effort to anticipate future business and environmental demands on an organization. and to provide the employees to fulfil that business and satisfy those demands. Walker (2002) affirmed that human resource planning is the process of identifying and responding to the issue of workers and charting new policies, systems and programs that will ensure effective

human resource management under changing conditions. Mursi (2003) postulated that human resources planning is a process of guiding activities related to the human resources management. Human resource planning is a process that put one organization in suitable place by having the correct number and desired human resource that meets the purpose of the organization (Jahanian, 2009). Forecasting manpower demand involves the estimation of the number and type of human resource required at different levels in different departments in an organization (Pradeesh, 2011). Randal (2000) was of the view that human resource planning is the process that consists of developing and implementing plans and programs to ensure that the right number and type of individuals are available at the right time and place to fulfil organizational needs.

CHAPTER 06
RESEARCH METHODOLOGY

RESEARCH METHEDODOLOGY

The purpose of methodology is to describe the process involved in research work. This includes the overall research design, the source of data collection, observation collection method and statistical analysis.

RESEARCH DESIGN:

Research design is the arrangement for conditioned for data collection and analysis of data in a manner that aims to combined relevance to research purpose with economy in procedure.

A research design is a master plan or model for the conduct of formal investigation. It is blue print that is followed in completing study.

The research conducted by me is mostly descriptive research. This is mostly descriptive in nature because study is focused on fact investigation in a well-structured form and based on secondary data.

DATA COLLECTION:

1. Project is based on Qualitative and Quantitative Analysis.
2. Information gathering: Collection of Primary and Secondary Data.

- **Qualitative Method:**

Qualitative Research helps to gain insight into people's behaviors, value systems, motivations, culture or lifestyles and how these attributes have a role to play in decision and policy making, communicating and conducting research.

- **Quantitative Method:**

In the social sciences, quantitative research refers to the systematic empirical investigation of quantitative properties and phenomena and their relationship. The objective of quantitative research is to develop and

employ mathematical models, theories and /or hypothesis pertaining to phenomena. The process of measurement is central to quantitative research because it provides the fundamental connection between empirical observation and mathematical expression of quantitative relationship.

- **PRIMARY DATA:**

It comprises of the data which is collected through the questionnaires filled by the respondent

- **SECONDARY DATA:**

The secondary data for research have been collected from various sources which include websites, journals, books, articles, and also from the usage of the internet facility.

SOURCE OF DATA:

This project will be based on primary data as well as secondary data which will be collecting through websites, books, journals, and articles and questionnaires.

CHAPTER 07
HYPOTHESIS

HYPOTHESIS

A hypothesis is a tentative statement about the relationship between two or more variable. It is specific, testable prediction about what you expect to happen in a study.

Hypothesis can also be divided as:

- Null Hypothesis
- Alternative Hypothesis

In line with the problem of this study has following Hypothesis:

- H_0 : There is no association between manpower planning, recruitment and development of organization.
- H_1 : There is strong association between manpower planning and recruitment with business development.

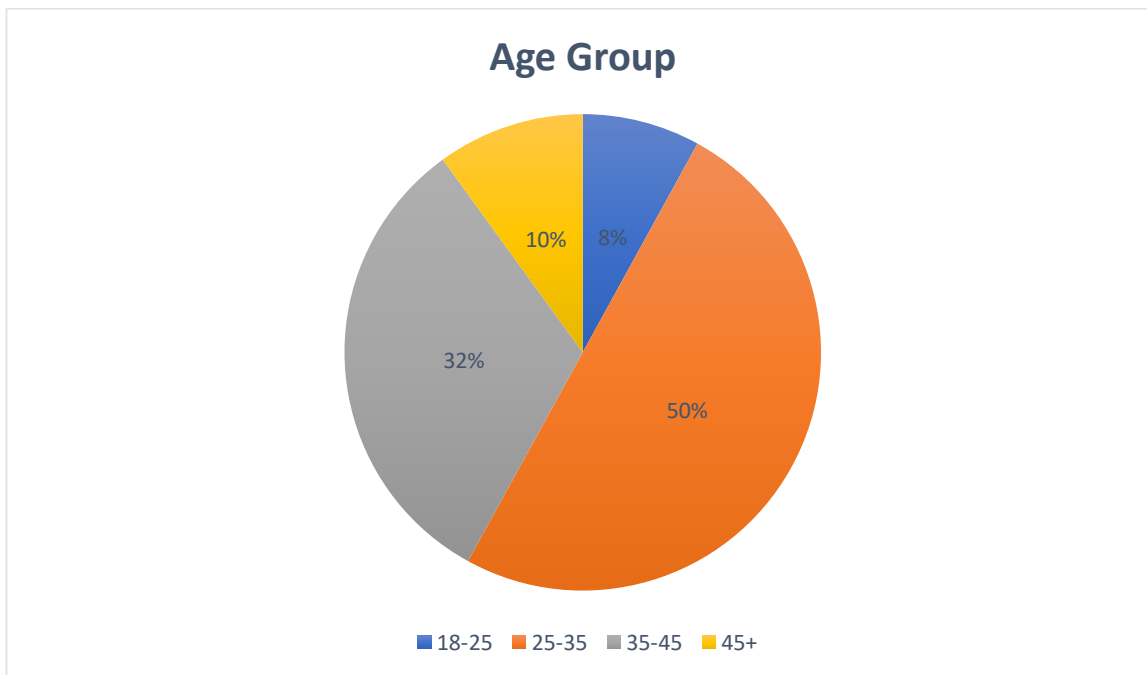
CHAPTER 08

DATA ANALYSIS & INTERPRETATION

DATA ANALYSIS AND INTERPRETION

Que 1: Which types of age group do you prefer for operating the engine?

Age group	No. of Respondents	Percentage
18-25	4	8%
25-35	25	50%
35-45	16	32%
45+	5	10%

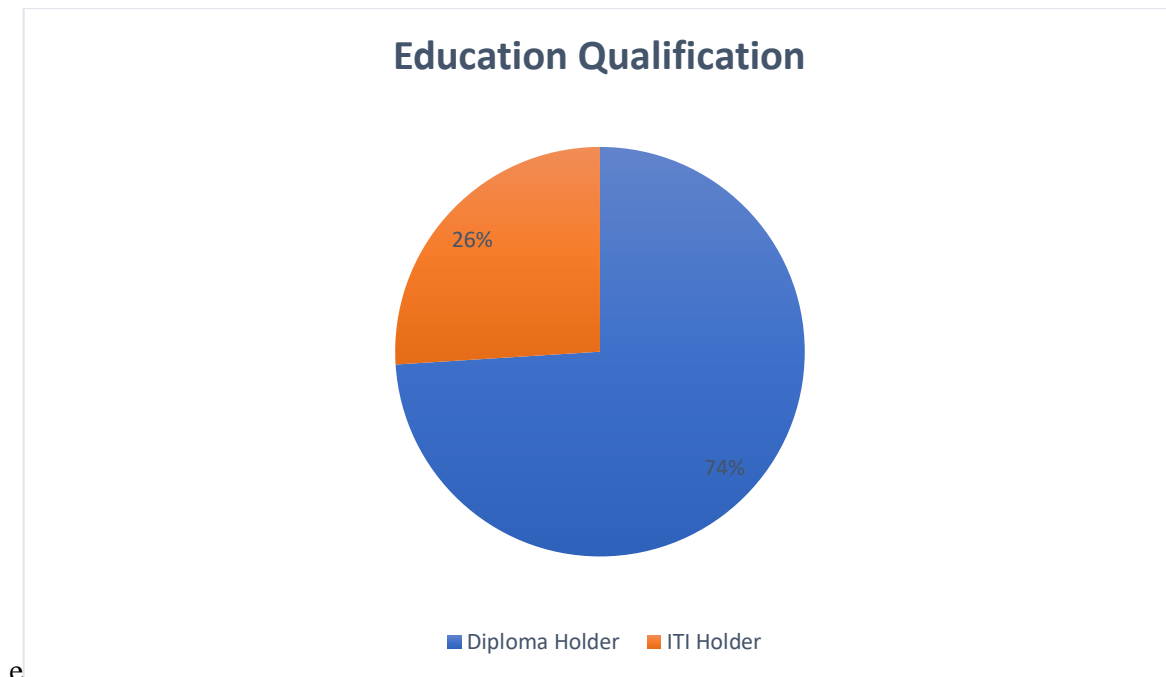


Interpretation:

For manpower planning employee's age group takes an important role for manpower planning. According to 8% respondent are prefer 18-25 age group, 50% respondent are preferring 25-35 age group, 32% respondent are preferring 35-45 age group, 10% respondent is preferring 45+ age group.

Que 2: What is the education qualification requirement for the operator?

Education Qualification	No. of Respondents	Percentage
Diploma Holder	37	74%
ITI Holder	13	26%

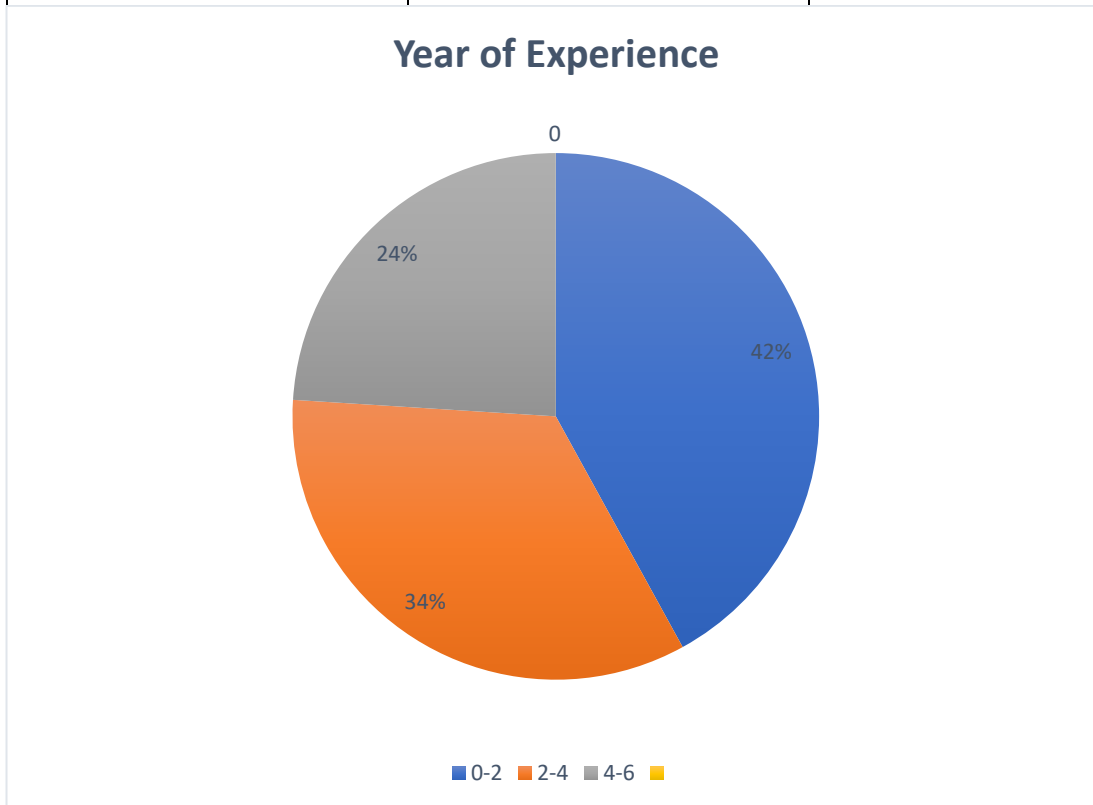


Interpretation:

From the data collection it revealed that they preferred qualified people. According to 74% respondent said that operator should be diploma holder, 26% respondent said that operator said that operator should be ITI holder.

Que 3: What are the minimum years of experience that you would require for operator?

Years of Experience	No. of Respondents	Percentage
0-2	21	42%
2-4	17	34%
4-6	12	24%



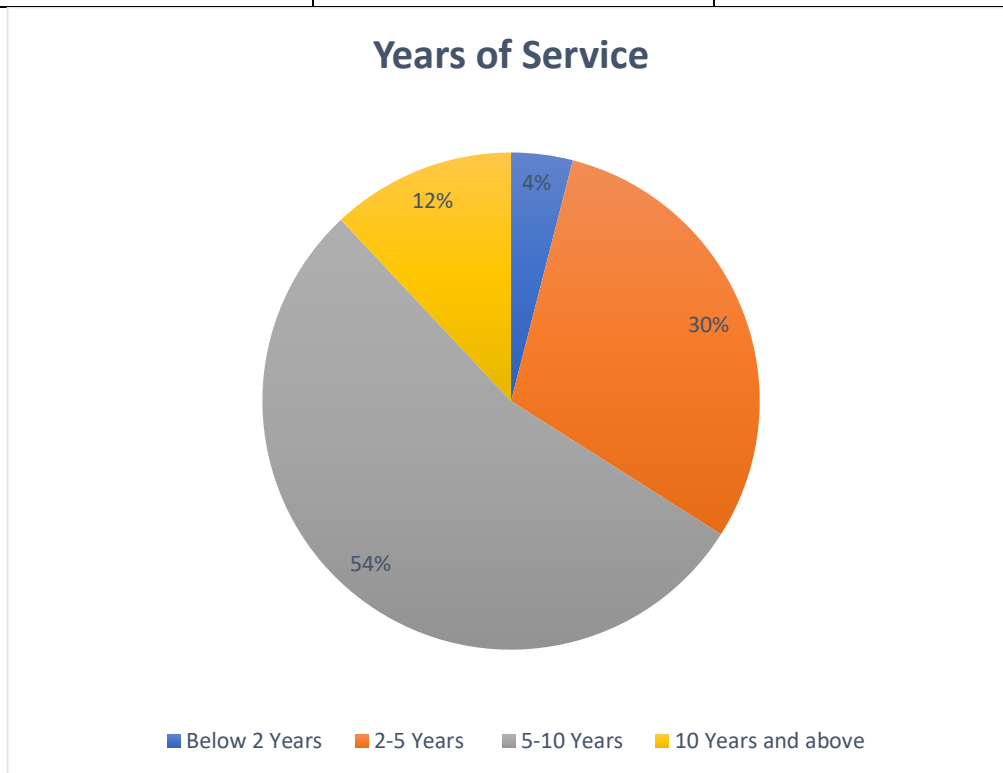
Interpretation:

TATA MOTORS preferred experienced candidates for operator level.

According to 45% respondent prefer 0-2 years of experience. 32% of respondent 2-4 years of experience and 24% of respondent 4-6 years of experience for operator level employees.

Que 4: How long have you been with Tata Motors? (In years)

Years of Service	No. of Respondents	Percentage
Below 2 years	2	4%
2-5 years	15	30%
5-10 years	27	54%
10 years and above	6	12%



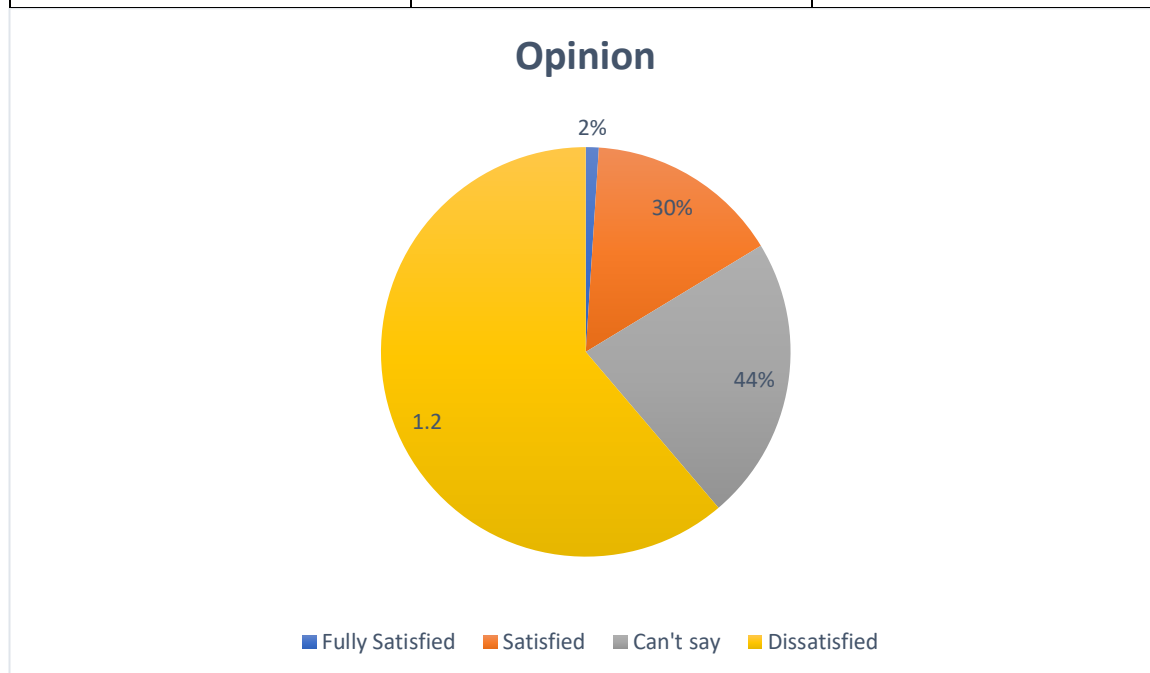
Interpretation:

From the above pie chart, we conclude that the maximum year of service of employee of Tata Motors in Nagpur is maximum between 5-10 years (i.e., 54%) and minimum is

below 2 years (i.e., 4%).

Que 5: What is the employee's opinion as to the present manpower requirement system?

Opinion	No. of Respondent	Percentage
Fully Satisfied	1	2%
Satisfied	15	30%
Can't Say	22	44%
Dissatisfied	12	24%

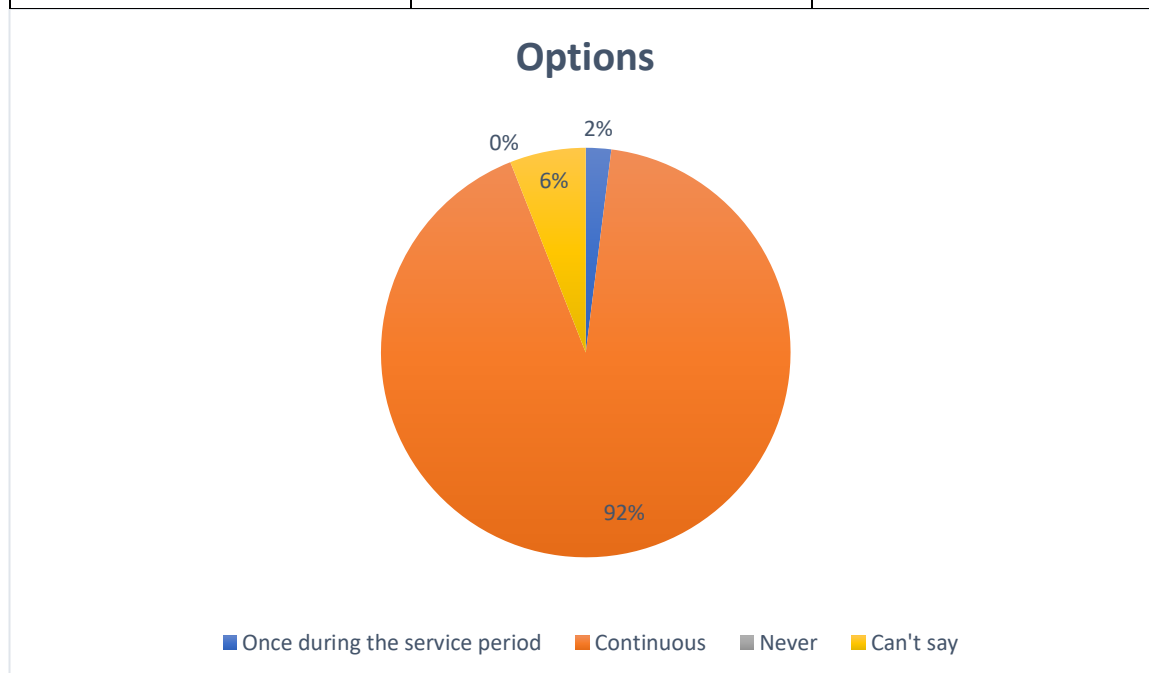


Interpretation:

From the above pie chart, we conclude the maximum employees are satisfied with the present manpower requirement system (i.e.,44%) and minimum (i.e.,2%) are dissatisfied.

Que 6: What is the employee perception as to the frequency of manpower requirement?

Option	No. of Respondent	Percentage
Once during the service period	1	2%
Continuous	46	92%
Never	0	0%
Can't say	3	6%

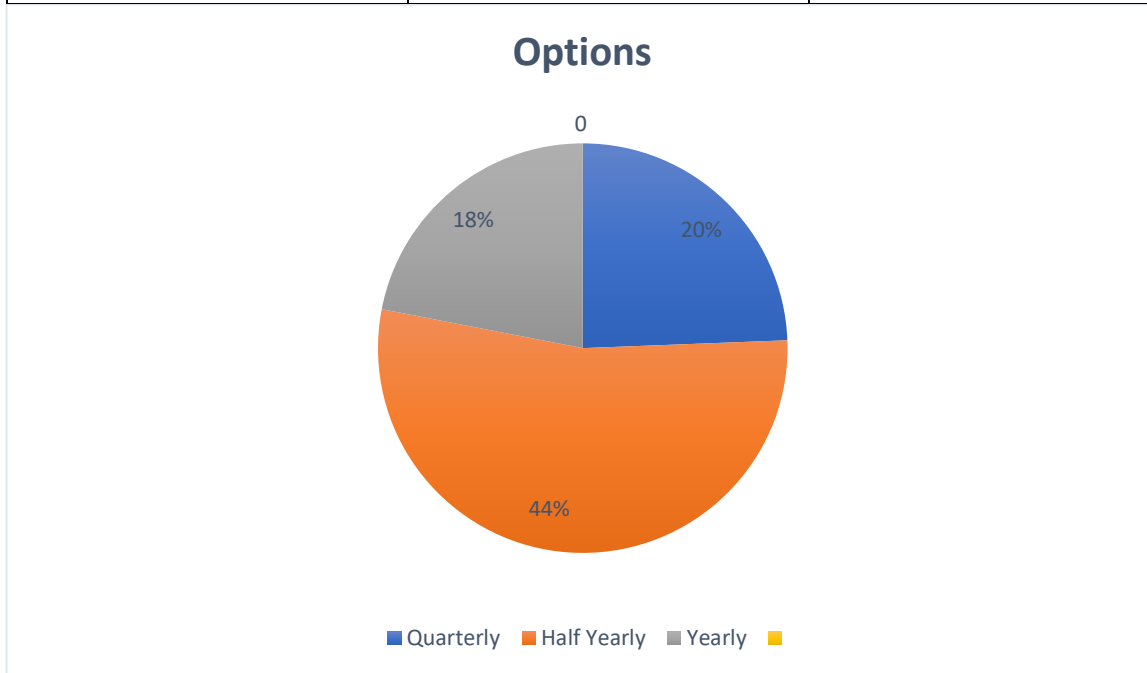


Interpretation:

From the above pie chart, we find that the maximum (i.e.,92%) of the employees think that the frequency of manpower requirement must be continuous whereas minimum (i.e.,0%) none of the employees feels that Tata Motors should not require.

Que 7: If continuous requirement – what should be the gap between two requirement period?

Options	No. of Respondents	Percentage
Quarterly	10	20%
Half Yearly	22	44%
Yearly	18	36%

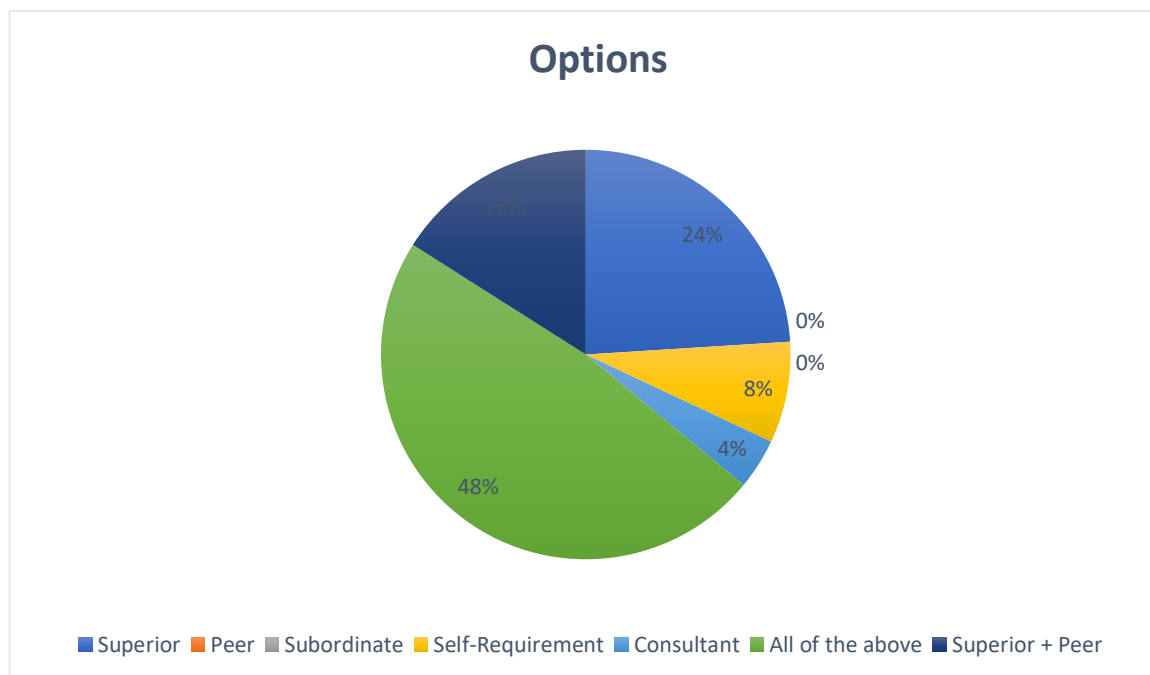


Interpretation:

From the above pie chart, we conclude that maximum (i.e.,44%) of the employees want to consider manpower requirement half yearly whereas minimum (i.e.,20%) of them want it quarterly.

Que 8: Who should do the requirement process?

Options	No. of Respondents	Percentage
Superior	12	24%
Peer	0	0%
Subordinate	0	0%
Self-Requirement	4	8%
Consultant	2	4%
All of the above	24	48%
Superior + Peer	8	16%

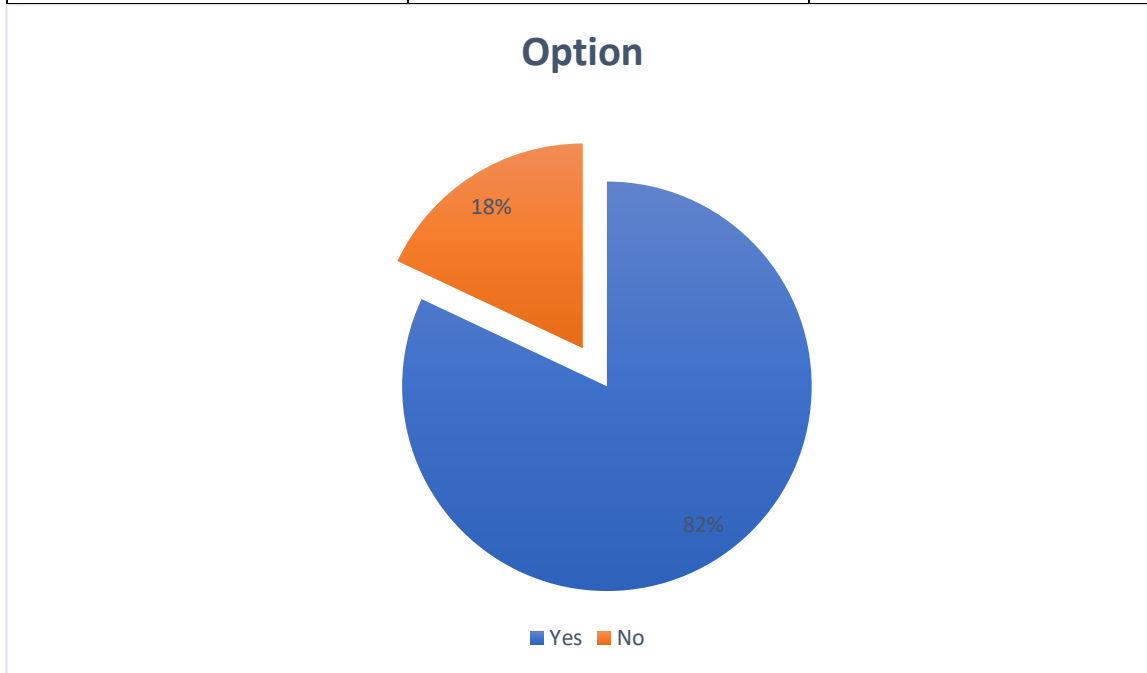


Interpretation:

From the above pie chart, we conclude that the maximum employees (i.e., 24%) want to get the requirement through superior, self-appraisal, consultant. Whereas none of them want to get it done from their peers and subordinates.

Que 9: Do you think personal bias creeps in while requirement an individual employee?

Option	No. of Respondent	Percentage
Yes	41	82%
No	9	18%



Interpretation:

In this process of manpower requiring, both the parties are human being, that is the one who is being required and the other who is requiring. Thus, there bond to be subjectivity involved, be it ab objective way of requiring. Thus, when asked from among the sample size of 50 respondents, as huge as 82% respondent that personal bias do creep in while requiring an individual. Hence,it is inevitable to say that personal likings do not come in the process of manpower requirements. It is the extent to which the manpower requirement manages it so that it does not becom very partial and bias.

CHAPTER 9
FINDINGS OF THE STUDY

FINDINGS OF THE STUDY

- In my analysis around more than 90% people says that TATA MOTORS service
 - is good and rest of people says no comments.

- Manpower planning is important to the organization, because it helps the
- organization assess its future needs well in advance. This is how it ensures that
- the organization always has the right kind of people, in the right number, at the right
- time and in the right place.

- Managing change effectively: Manpower planning helps an organization keep up
- with constant change that affects it in different environment, including the labor
- environment.

- Realizing the goals of the organization: Many of the organization's goals can only
 - be achieved through effective utilization of its human resources. Manpower
 - planning helps an organization to achieve this.

- Seeing as manpower planning is partly about forecasting the future, even an
- imperfect forecast is better than no forecast.

CHAPTER 10
CONCLUSION

CONCLUSION

Manpower planning plays a vital role in Human Resource activity of an organization. Human Resource is an asset to every organization. Manpower planning mainly involves determining the needs and supply of human resource and the available sources.

The organization should make manpower planning in such a way that it should satisfy both organization and employer at a higher level. It results in creating working environment and maintain better employee and employer relationship.

It is the human resources who contribute their time and expertise to the welfare to their organization. Thus, the process of manpower planning and staffing is crucial to the business development of an organization.

CHAPTER 11
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BIBLIOGRAPHY & REFERENCE

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CHAPTER 12

ANNEXURE

QUESTIONNAIRE

PROFILING FORM:

NAME:

AGE:

QUALIFICATION:

Que 1: Which type of age group do you prefer for operating the engines?

- a) 18-25
- b) 25-35
- c) 35-45
- d) 45+

Que 2: What is the education requirement for the operator?

- a) ITI
- b) Diploma
- c) Engineering
- d) Degree

Que 3: What is the minimum years of experience that you would require for operators?

- a) 0-2
- b) 2-4
- c) 4-6

Que 4: How much percentage of staff you would require for total manpower in all engine families?

- a) 2%
- b) 4%
- c) 5%
- d) 8%

Que 5: What is the employee's opinion as to the present manpower requirement system?

- a) 2%
- b) 30%
- c) 44%
- d) 24%

Que 6: What is the employee perception as to the frequency of manpower requirement?

- a) Once during the service period
- b) Continuous
- c) Never
- d) Can't Say

Que 7: If continuous requirement- what should be the gap between two requirements

Period?

- a) Quarterly
- b) Half Year
- c) Yearly

Que 8: Who should do the requirement process?

- a) Superior
- b) Peer
- c) Subordinate
- d) Self-Requirement
- e) Consultant
- f) All of the above
- g) Superior + Peer

Que 9: Do you think personal bias creeps in while requirement an individual employee?

- a) Yes
- b) No