

Concept and Significance of Man Power Planning

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“Man is the only creative animal on the earth, though paradoxically his resistance to change sometimes can be heroically obstinate. He builds institutions in order to preserve past innovations, but in that very act often fails to promote the environments for growth of new ones. And so there are gaps that trouble our time”.

Concept of Manpower

Manpower is a relatively new word in the lexicon of social and economic affairs. The traditional definitions of manpower relate to the physical strength of an individual or the collective availability for work of a group of people, while the new definitions relate to the Government’s growing interest in training the unemployed, the under-employed, and especially the disadvantaged. Government manpower policy has two basic goals: (1) to promote the full development of human resources of assisting individuals, particularly the poor and the disadvantaged, in their adaption to the world of work and in the fulfilment of their employment potential; and (2) to contribute to national economic stability and growth. It is the interaction of these two aims that defines the word ‘manpower’ and that comprises manpower policy.

The term ‘manpower’ is generally used in two senses in a general and wider sense, it denotes the entire labour force engaged in economic activity. On the other hand, a narrow and restrictive use of the term ‘manpower’ refers to only selected components of the total labour input. The most common basis of selecting the manpower component is human skill. Accordingly, one speaks of engineering manpower, managerial manpower, scientific manpower, medical manpower etc. Such categories of manpower are also referred to as ‘high level manpower’. In economic analysis whereas the term ‘manpower’ has been used in a narrow and restrictive sense, ‘manpower development’ is too often equated with formal education and training.

Concept of Planning

Price has defined several concepts used in the domain of corporate strategy and manpower planning. Planning has been visualized as thought prior to action, embracing a scheme of action involving the determination of the strengths and weaknesses in the company or an economy, the enunciation of the objectives of the enterprise, and the choice of the best course of action from the standpoint of strategy and programmes. The term ‘plan’ is defined as a forecast of future attainment and forms a written statement of what will be the outcome of this action specifying a time period ranging from one to five years.

The term ‘corporate plan’ refers to the overall plan involving the usual review of the environmental factors and determination of essential mission of the enterprise and the capacity of enterprise to attain it. It provides qualitative and quantitative goals to be accomplished within the specified plan period assimilating and reflecting the interests of the employees, customers and shareholders. It incorporates planning of different resources, that is, manpower planning, production planning, and financial planning. Thus planning means trying to find out the likely happening events in future systematically and quantitatively in advance.

Concept of Manpower Planning

The phrase ‘manpower planning’ means effective working about demand and supply of labour by taking pre-action to avoid the undesirable effects which may arise if such pre-action is not taken.

There is not a single definition of manpower planning which envelopes the ideas of different people. J. Lynch observes that as with mostly new emergent disciplines there are problems of definitions of boundaries and of methodology in manpower planning. It is generally accepted that manpower planning is not a unique discipline, but rather is multi-disciplinary drawing on insights and methods of psychology, sociology, statistics, operational research, economics and to some degree accountancy. One result is that a great deal of manpower planning to date has been carried out by people who are expert in one of these fields, to the neglect in insights from others. Manpower planning is thus viewed not as a new specialism with the management science, but as a group activity required, a diversity of specialism and experience to be sought to bear on optimal use of human resources.

Significance of Manpower Planning

The term ‘manpower’ which is generally used to denote the skill, capacity and knowledge, plays a very significant role in the development of a country. It will be not an exaggeration of fact to say that manpower is the social infrastructure for the development and upliftment of a country. The significance of manpower planning lies in the following facts:-

The manpower has its own emotions feeling, sentiment, values and norms. The human resource is only resource capable of organic growth. The fact that people are not numbers, that they are individuals with ambitions of their own, and that they can not be as resource exploited, complicates without invalidating the basic precepts.

Manpower is a resource which can change its nature in accordance with situation and environment it has to face. It is a very special resource which can change its nature when circumstances change, in a manner not shared by inanimate resource. It can strike, increase or decrease its productivity, migrate and transfer itself from one employer to another, more or less at will.

The manpower planning is important for each and every organization. Hence, the success of the manpower planning in organization determines the success of manpower planning in a country. In an organization, effective utilization of its manpower is necessary to face with the changes in its manpower requirements and skills.

Summary

‘Manpower’ is a relatively new word in the lexicon of social and economic affairs. The traditional definitions of manpower relate to the physical strength of individual or the collective availability for work of a group of people, while the new definitions relate to the Government’s growing interest in training the unemployed, the under-employed and especially the disadvantaged. In the context of the developing economy ‘manpower’ is defined as denoting the total labour force of a country, i.e., all the workers, employed, under-employed, and unemployed, educated and uneducated, skilled, semi-skilled and unskilled.

From the micro point of view, manpower planning is regarded as making available manpower resource of the right amount, at the right time, having the right people in the right place. From the macro point of view, manpower planning is defined as consisting of forecasting the demand for and supply of manpower, integrating manpower planning with educational and economic planning, and utilizing or employing the manpower resources of the country. In the percent work, manpower planning from macro point or view has been adopted.

The objectives of manpower planning are to anticipate the nation’s manpower requirements at all levels, and to plan for their fulfilment; to develop and increase the qualitative and quantitative adequacy and adaptability of the labour force and of employment opportunities; to provide the labour market facilities essential to bring labour supply and labour demand together in a way which promotes the economic strength and growth of the nation and maximum self-realization in work for its people to participate in the formulation and implementation of the aspects of general economic policy and practice at all points where they affect or are affected by manpower and employment factors.

Manpower planning is of great significance for the development of a country. It is necessary not only to conserve manpower but also to develop and fully utilize it. Manpower planning is important for each and every organization. Hence, the success of manpower planning in organisations determines the success of manpower planning in a country.

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