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## **A STUDY ON HUMAN RESOURCE PLANNING WITH SPECIAL REFERENCE TO ARR SEEVAL PRIVATE LIMITED KUMBAKONAM**

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### **Abstract**

*Human Resource Planning is understood as the Process of forecasting an organizations future demand and supply of the right type of people in the right number. It is only after this that the human resource management department can initiate the recruitment and selection process. Human Resource planning is a sub - system in the total organizational planning. HRP is a process of determining and assuring the organization an adequate number of qualified persons available at proper time, performing jobs which provide satisfaction for the individuals involved.*

**Keywords:** Human Resource Planning, organization, Human resource development, forecasting.

### **1. Introduction**

Human Resource Planning is understood as the process of forecasting an organizations future demand and supply of the right type of people in the Right number. HR Planning is critical for implementation of the organizations strategic plan HR policies have direct effects on profitability. Human resource planning is a sub - system in the total organization planning.

### **RESEARCH PROBLEM**

Human resource planning is a process that needs to be undertaken meticulously it obtaining desirable results is anything to go by many managers conduct this kind of evaluation on their employees from time to time majorly because it is an organizational tradition or requirement but not necessarily because of its impact on future

### **REVIEW OF LITERATURE**

A Study by Johne (2009) indicated that human resource planning plays an

Important role in organizational performance by providing team players.

Charian (2011) defines HRP as the process of forecasting demand and supply of human resources by recruiting the right employees, and having the right skills according to the needs of the organization.

Arsad (2012) in his study of Manpower planning effect on organizational performance found that there is a positive relationship between manpower planning on Organizational performance.

**OBJECTIVES OF STUDY**

- To study the socio demographic factors of the Respondents.
- To analysis the satisfaction level of welfare facilities provided by ARR.
- To Study the HRP effectiveness and its efficiency in ARR.

**SCOPE OF THE STUDY**

The researcher study in on the effectiveness of human resource planning in ARR Ltd., This study which will be analyse the all aspects of with regard to human resources planning. By this study we can be able to analyze the problems very clearly.

**RESEARCH METHODOLOGY**

For the Purpose of this study mainly " Survey method" for this dissertation were collected from both primary data and secondary data.

**RESEARCH DESIGN**

A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine and relevance to research.

**RESEARCH HYPOTHESIS**

- There is a significant association between the locality and welfare facilities.
- There is no significant associating between the department and safety measures.

**DATA COLLECTION**

**PRIMARY DATA**

The data is collected by questionnaire survey method.

**SECONDARY DATA COLLECTION**

Secondary data are collected from the company records files, Internet Journal and magazines.

**LIMITATIONS OF THE STUDY**

Some of the employees are not willing to co - operate with the study as they were busy with their work  
Time was a big constraint  
The respondents are hesitated to provided reliable answers.

**DATA ANALYSIS & INTERPRETATION**

**TABLE 1  
CLASSIFICATION OF RESPONDENTS ON THE BASIS OF AGE**

S.N O	AGE	NO.OF RESPONDENTS	% OF RESPONDENTS
1	BELOW 35	22	29
2	35-45	25	33
3.	45-55	15	21
4	ABOVE 55	13	17
	<b>TOTAL</b>	<b>75</b>	<b>100</b>

Source : Primary Data  
**INFERENCE**

From the table it is clear that 29% of the respondents are belongs to be in the age group of below 35 years. 33% of the respondents are belongs to be in the age group of 35 - 45 years, 21% of the respondents are belongs to be in the age group of 45-55 years, the remaining 17% of the respondents are belong to be in the age group of above 55 years.

**TABLE 2  
CLASSIFICATION OF RESPONDENTS ON THE BASIS OF GENDER**

S.N O	GENDE R	NO.OF RESPONDENTS	% OF RESPONDENTS
1	Male	54	72
2	Female	21	28
	<b>Total</b>	<b>75</b>	<b>100</b>

Source : Primary Data.

**INFERENCE**

The above table shows that 72% of the respondents are male and 28% of the respondents are female.

**FINDINGS**

- Majority 33% of the respondents nearly to the age group 35 -45 Years.
- Majority 72% of the respondents are Male.

**SUGGESTIONS**

- It is suggested that the varieties of flavors are to be introduced.
- It is suggested that the organization should introduced effectively training and development programmed to the employees.

**CONCLUSION**

HRP is a process of determining and assuring the organization an adequate number of qualified persons available at proper time, performing jobs which meet the needs of enterprise and which provide satisfaction for the individuals involved. Te overall finding of this research indicates, ARR Private company increasing their good will.

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