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Research Paper

HR PLANNING AT GMR HYDERABAD.

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ABSTRACT

Human resource planning is used by organizations to ensure that they have the right number and the right kind of people at the right place and at the right time. Where this process is carried out properly, it brings maximum long-run benefits to both the organization and the individual employee. However, increasing environmental instability, demographic shifts, changes in technology and heightened international or global competition have created imminent role for Human resource planners considering the fact that recruitment and selection process have become more complex in the present time. The concept of HR planning in the context of recruitment and selection process; highlights the challenges facing the HR planners and their role in recruitment and selection process. It concludes with recommendations aimed at making HR planning more effective and result-oriented when tied to recruitment and selection process in the organization.

INTRODUCTION

Human resource management is management function involving procurement of suitable human resource, train and develops their competencies, motivate them, reward them effectively and create in them an urge to be a part of management team whose aim should be rendered, dedicate, committed service of the success and growth of the organization.

Human resource management refers as set of programs, function and activities designed and carried out in order to maximize both employees as well as organizational effectiveness. It is the process of binding people and organization so that the objectives of each are achieved.

HRM involves the application of management functions and principles. The function and principles are applied to acquisition, developing, maintaining, and remunerating employees in the organization.

Human resource management means employing people, developing their

resources, utilizing, maintaining and compensating their service in tune with job and organizational requirement. HR is the most significant factors of production every human being is born with tremendous potential. HR refers to the knowledge, skills and beliefs of an organization workplace. Enhance their skills, abilities, and knowledge in accordance with the changing requirements of groups, organization and society in the essence of HRD.

NEED FOR THE STUDY:

- HRP is a process which anticipates and maps out the consequences of business strategy on an organization's human resources. This is reflected in planning of skill and competence needs as well as total headcounts. For resourcing strategies to be implemented they must be translated into practical action. The strategic process can be organized logically - for example, following the decision sequence of Human Resource

Management in a Business Context. For these decisions to be taken, information must be obtained, consequences gauged, political soundings taken and preferences assessed.

- Human Resource planning also helps into the next phase called recruitment, which helps us to plan the man power required for an organization for recruitment to overcome with the required vacancies to reach the organizational goals.

SCOPE OF THE STUDY:

- The study enables me to understand the practical way of implementing the HRP and recruitment system.
- This study helps the organization to identify the areas to improve their HRP and recruitment system in tune with the employee requirements.
- The present study makes a comparison of the old system of HRP and recruitment with the new system and how the new system is a best fit for the present industry trends.
- The departments included such as HR & administration, finance, Business Development, Technical and other associated departments of GMR.

OBJECTIVES OF THE STUDY:

The following are the specific objectives behind taking up of the study in this organization:

- To study and analyze the Human Resource planning and recruitment system prevailing in the organization.
- To study the effectiveness of the HRP and recruitment procedures at GMR.
- To analyze the strategies implemented in the company using human resource planning.
- To enhance the HRP and recruitment system for its effectiveness at GMR.

RESEARCH METHODOLOGY

Analysis means a critical examination of the assembled and grouped data for studying the characteristic of the object under study and determining the patterns of relation. In this chapter investigator intends to explain the sequence of research process undertaken at GMR.

RESEARCH METHODS

PRIMARY DATA:

The primary data has been collected through the questionnaire. The questionnaire has been properly prepared in order to cover all the information required for the study. The primary data has been obtained by interaction with the officials and staff in the organization and also obtained through the questionnaire distributed to the employees in different departments of organization.

SECONDARY DATA:

Through the annual reports of the organization, from the manuals and also from records available in the organization. Other data collected from the reports, registers and books and from the files available in the organization and information collected from various HRM books.

LIMITATIONS OF THE STUDY

- Only 100 employees were covered due to time constraint.
- The respondents were not readily available and the data was collected as per the convenience of the respondents.
- As the sample size is small the inference and conclusion drawn may not be appropriate.
- The employees could answer only few question due to their busy schedule.

REVIEW OF LITERATURE

Human resource planning

Human Resource Planning is the process of systematically forecasting the future demand and supply for employees and the deployment of their skills within the strategic objectives of the organization. This

lesson outline the way in which early approaches to manpower planning were a response to the importance of business strategy and planning in order to ensure the availability at the necessary supply of people, in terms of both number and quality.

A process which anticipates and maps out the consequences of business strategy on an organization's human resources. This is reflected in planning of skill and competence needs as well as total headcounts. It is clear that many of these decisions are fundamental to an organization. If the implications are major, strategic decisions are taken at the centre of the business. The role of the human resource function is two-fold:

1. To participate in the decision process by providing information and opinion on each options including

- 1) Redundancy or recruitment costs
- 2) Consequences on morale
- 3) Redeployment/outplacement opportunities
- 4) Availability of skilled staff within the organization
- 5) Availability of suitable people in the job market time constraints
- 6) Development/training needs/schedules
- 7) Management requirements

Forecasting methods

Human resource planners have a choice of techniques open to them, including: extrapolation of past trends, projected production/sales, employee analysis, scenario building.

Employee turnover

Turnover covers the whole input-output process from recruitment to dismissal or retirement and takes the consequences of promotion and transfer into account.

INDUSTRY PROFILE

Infrastructure Industry in India have been experiencing a rapid growth in its different sectors with the development of urbanization and increasing involvement of foreign investments in this field. The Indian

government has taken initiatives to develop the infrastructure sector, with major emphasis on construction, engineering, IT, entertainment, textiles, food, and utility to name some.

INFRASTRUCTURE IN INDIA- VARIOUS PROSPECTS:

1. INDIAN ROADS & HIGHWAYS:

The Roads and Highways of India are already overcrowded with a yearly growth of 12% and 15% predicted for passenger traffic and cargo traffic. From the fiscal year 2007 to 2012, the Indian government has predicted an endowment of US\$90 billion to enhance the nation's road Infrastructure. Schemes declared by the Indian government to enhance Endowments in road Infrastructure would increase revenues to US\$23 billion in 2011-12.

The quantum of revenues endowed as an ingredient of these plans will considerably Surpass the amount invested in recent past. Such plans are anticipated to be subsidized by Government and private firms. With the initiation of the National Highway Development Program (NHDP), the government is looking forward to sponsor more than 200 Schemes in NHDP Phase III & V to be tender out embodying around 13,000km of pathways. The Average plans are anticipated to use US\$150 million-US\$200 million while bigger plans are Likely to touch US\$700 million to US\$800 million. The acquisition method prefers Firms with Decent knowledge and sound fiscal vigor. The prospects are greater than this as more than 10 Indian states are also vigorously scheduling the growth of their highways. Moreover, in the year 2010 more than 4,500km Of state freeways are expected to be felicitated by the government.

2. INDIAN RAILWAY NETWORK:

The Indian Government has also acknowledged the prevailing existing infrastructure Breaches and aptitude

limitations in the rail system. To improve the condition of Indian Rail network, Government has announced big scale endowment for the duration of five years from FY07-FY11. Estimated endowments of US\$66 billion, out of which 41% is likely to be provided by the private Sector. The Dedicated Freight Corridor plan is structured to ease clogging on the rail courses between Delhi to Mumbai to Kolkata by constructing a long, freight only rail itineraries at a projected value of US\$ 7 billion-8 Billion. Other designed proposals entail the expansion of production plants for continuing stock with long standing dedicated acquisition for many years and establishing of logistics squares. Apart from city metros that will be shortly addressed by the government, first freight corridor of the Mumbai Metro Project has been granted to Reliance Infrastructure and the administration has asked the firm to present comprehensive fiscal bids for the next phase. Indian Railways is also taking necessary steps to include private players in assisting the improvisation of stations to a premiere level, besides for the plans concentrated on augmenting connectivity with ports.

COMPANY PROFILE

GMR Group is one of the fastest growing infrastructure organizations in the country with interests in Airports, Energy, Highways and Urban Infrastructure (including SEZ). Employing the Public Private Partnership model, the Group has successfully implemented several infrastructure projects in India.

GMR Infrastructure Limited is the infrastructure holding company formed to fund the capital requirements of various infrastructure projects in the Group's Energy, Highways and Airport business. It undertakes the development of the infrastructure projects through its various subsidiaries. The Group's commitment to inclusive growth is achieved

through its Corporate Social Responsibility arm – the GMR Varalakshmi Foundation (GMRVF). GMRVF works with the underprivileged sections of the community in all the locations where the Group has business interests.

GMR Group is a Bangalore headquartered global infrastructure major with interests in Airports, Energy, Highways and Urban Infrastructure. Besides its stake in InterGen, the Company has 14 power projects of which 3 are operational (808 MW) and 11 projects (8448 MW) are under various stages of implementation. It has 9 road projects, of which 6 are operational (421 km) and 3 are under construction (309 km). In the Airports sector, it has developed and commissioned the Greenfield International Airport at Hyderabad. The Group, besides operating and modernizing the existing Delhi International Airport, has built a brand new integrated terminal T3 which was inaugurated on 3rd July 2010. It has also built a new terminal, designed to handle 20 million passengers capacity, at the Istanbul Sabiha Gökçen International Airport in Turkey and is operating it successfully. GMR Group entered into an MOU with Tamil Nadu Industrial Development Corporation (TIDCO) for the development of a Multi Product Special Economic Zone (SEZ) in Krishnagiri District, Tamil Nadu.

PROJECT BACKGROUND

The SEZ will be developed through a Special Purpose Vehicle (SPV) to be set up through a Joint Venture partnership with TIDCO. This multi-product SEZ will be spread around 3300 acres in the Krishnagiri District of Tamil Nadu.

HIGHLIGHTS

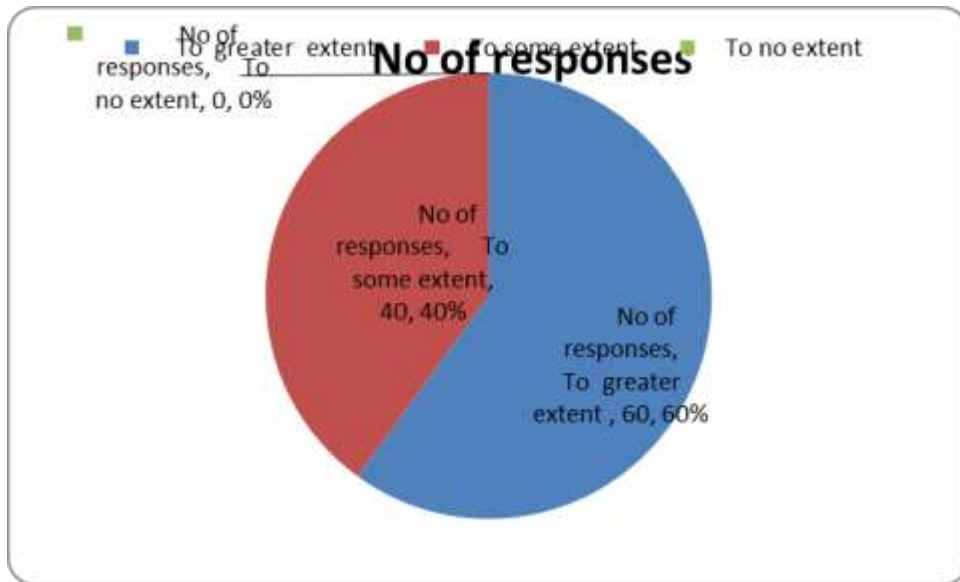
The selection of the co-developer by TIDCO was carried out through a two-stage competitive bidding process. The non-agricultural land is expected to be procured by the SPV over a period of one year.

DATA ANALYSIS AND INTERPRETATION

1. How far the employees are benefited by the recent HRP and recruitment process in the company?

a) to a greater extent b) to some extent c) to no extent

options	No of responses	Percentage of responses
To greater extent	60	60
To some extent	40	40
To no extent	0	0
Total	100	100

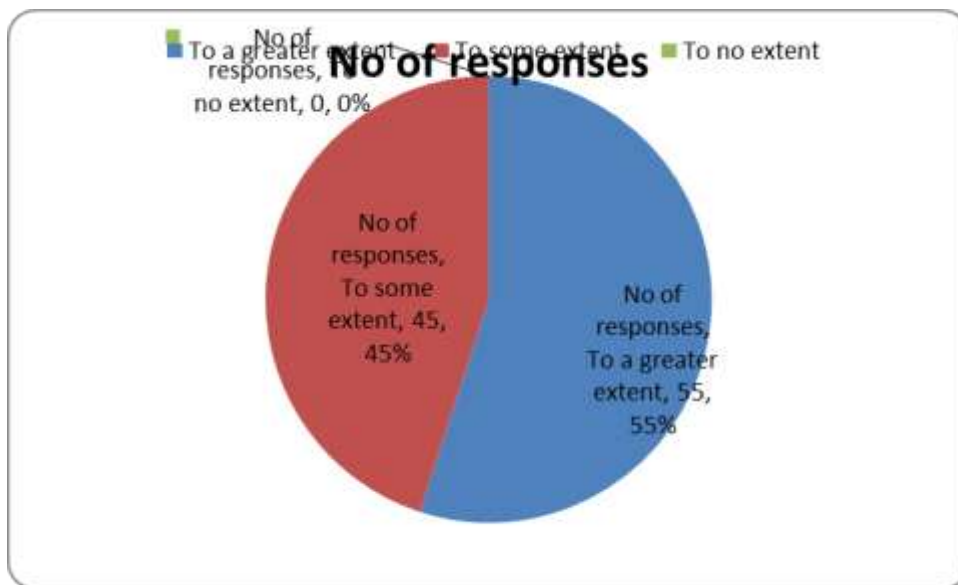


Interpretation: Here the greater part of the workers reacted that they are profited by the human resource planning and enlistment process in the association remaining representatives reacted somewhat.

2. How far the employees responded to the HRP and recruitment process? Is it effective in the organization?

a) to a greater extent b) to some extent c) to no extent

options	No of responses	Percentages of responses
To a greater extent	55	55
To some extent	45	45
To no extent	0	0
Total	100	100

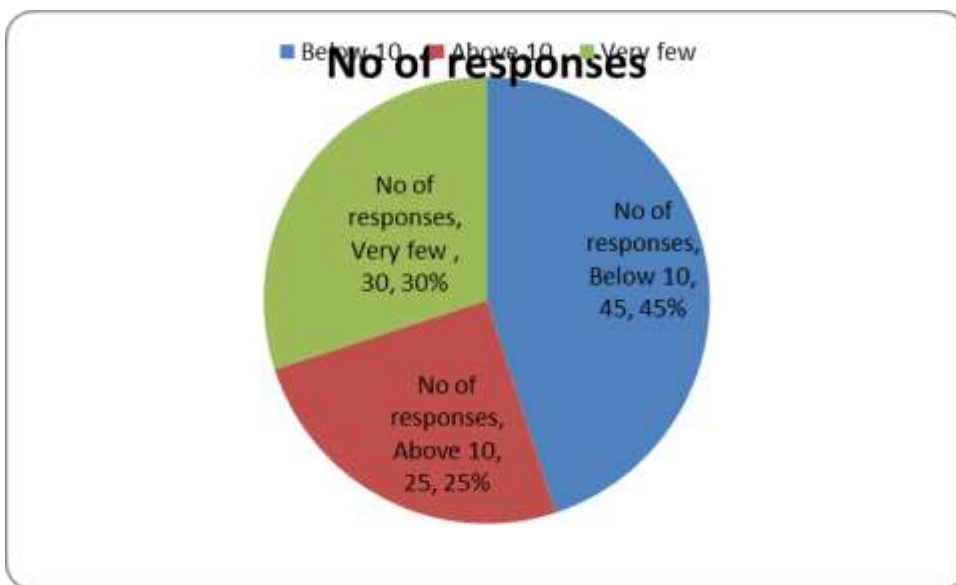


Interpretation: The greater part of the representatives reacted that HRP and enrollment procedure is full of feeling in the association and remaining workers reacted somewhat.

3. How many training programs related to HRP and recruitment are conducted per year in the organization?

a) Below 10 b) above 10 c) more than 15

Options	No of responses	Percentages of responses
Below 10	45	45
Above 10	25	25
Very few	30	30
Total	100	100



Interpretation: From the above table and graph, 45% of employees attend below 10 programs, 25% of employees attend above 10 programs but 30% of employees attend very few HRP and Recruitment programs in a year.

FINDINGS

- Employee likes adopt new human resource planning and recruitment sources.
- Most of the employee says that they are clear about human resource management system in their organization.
- The company provided right kind of climate to implement new ideas and methods as a motivational tool to employees in the company.
- Employee expectations on the employee work procedures at GMR is to recognize, motivation, and pay according to performance

SUGGESTIONS

- Prioritize human recourse planning to ensure a positive, productive,organizational climate.
- Suggestions given by the participant must be given importance which can help in offering more effective human resource planning.
- Managers need to provide positive climate to implement new ideas and methodacquired by the human resource planning and recruitment.
- Human resource department need to motivate employees to improve their performance.

CONCLUSIONS

- Create individual employee as an efficient member in workforce by the recognition system.
- Create healthy competition among employees to increase productivity.
- Employee needs appreciation and increments to show better performance in the organization.
- By analyzing individual working ability and encourage employees throughawards, rewards and promotion increases their quality in the work.
- The visit to the GMR, Hyderabad for a

project work has been a great privilege for me to learn about many aspects. I was very widely exposed to learn many aspects regarding human resource planning and recruitment. A practical knowledge has been attained.

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