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Research Paper

A STUDY ON HR PLANNING AND RECRUITMENT AT PANYAM CEMENTS & MINERAL INDUSTRIES LIMITED

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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 PLANNING DEFINITION:

The process that links the human resource wants of a company to its strategic commitment to make sure that staffing is adequate, qualified, and competent enough to attain the organization's objectives. 60 minutes coming up with is changing into a significant structure part for maintaining a competitive advantage and reducing turnover rate.

Human resource planning is the process of making sure there's adequate staffing, and that staff area unit qualified to fulfill the requirements of the corporate. In different words, human resource designing may be a technique of characteristic once an organization wants a lot of staff, so finding people United Nations agency area unit qualified to satisfy those positions. the target of human resource designing is to avoid shortages or surpluses parturient.

Once a shortage is known, human resource coming up with begins by recruiting and coaching new staff. The goals of the method area unit to forecast a amendment within the demand of labour, perceive and analyze this labour scenario, and see to that that the corporate is well balanced with the correct quantity of labour to fulfil its objectives.

1. Replacement of Persons:

A good range of staff square measure to get replaced within the endeavour owing to retirement, old age, death etc. thus there'll be a desire to arrange associated train persons for absorbing vacant jobs in an enterprise

NEED FOR THE STUDY:

- HRP is a procedure which foresees and maps out the outcomes of business technique on an association's human resources. This is reflected in planning of aptitude and capability needs just as all out headcounts.
- For resourcing procedures to be actualized they should be converted into reasonable

activity. The vital procedure can be composed consistently - for instance, following the choice grouping of Human Resource Management in a Business Context. For these choices to be taken, data must be acquired, results checked, political soundings taken and inclinations evaluated.

SCOPE OF THE STUDY:

- The examination empowers me to comprehend the functional method for executing the HRP and enrollment framework.
- This investigation causes the association to distinguish the territories to improve their HRP and enrollment framework tuned in to the representative necessities.
- The present investigation makes a correlation of the old arrangement of HRP and enrollment with the new framework and how the new framework is a best fit for the present business patterns.
- The offices included, for example, HR and organization, account, Business Development, Technical and other related branches of PANYAM CEMENTS.

OBJECTIVES OF THE STUDY:

- To examine and dissect the Human Resource planning and enlistment framework winning in the Organization.
- To think about the adequacy of the HRP and enlistment techniques at PANYAM CEMENTS.
- To examine the techniques executed in the organization utilizing human resource planning.
- To upgrade the HRP and enrollment framework for its viability at PANYAM CEMENTS.

RESEARCH METHODOLOGY

Investigation implies a basic examination of the collected and gathered information for considering the normal for the item under examination and deciding the examples of connection. In this part examiner plans to clarify the arrangement of research procedure attempted at PANYAM CEMENTS.

RESEARCH METHODS

PRIMARY DATA:

The essential information has been gathered through the poll. The survey has been appropriately arranged so as to cover all the data required for the examination. The essential information has been gotten by association with the authorities and staff in the association and furthermore acquired through the survey disseminated to their representatives in various divisions of association.

REVIEW OF LITERATURE

Human Resource Management (HRM) is an approach to manage managing the human resources of affiliations, which sees the importance of an affiliation's human resources for adding to its targets and goals and the utilization of a couple of limits and activities to ensure that they are used feasibly and sensibly to serve the affiliation, the laborers and society. The idea of human resource the executives demonstrates that people the board can be a secret weapon to proceed with high ground. This conviction relies upon four perspectives: People can make qualification as human limit and obligation perceive productive affiliations and people ought to be treated as resources and not costs; Managing human resource in truth is a basic 'crucial' matter, Line the board demonstrated take an interest in directing human resources; and The key switches must be in inside composed with each other and remotely fused with business technique. Human Resource Management incorporates getting, making and utilizing people in business. It is the route toward getting, planning, making, influencing and assessing agents to the activities required for achieving the destinations and objectives of the affiliation with the goal that specialists are satisfied and capable. This area takes the

review of standard components of HRM and covers in detail the key employment of HR, and SHRM.

FUNCTIONS OF HUMAN RESOURCE MANAGEMENT

The essential elements of Human Resource Management are human resource arranging, enlistment and determination, preparing and management advancement, execution evaluation, remuneration and giving worker advantages and fulfillment.

Human Resource Planning: begins with occupation investigation and gauging the interest and supply of individuals. Occupation examination is the methodology for gathering and recording data about employments. Gauging of inner supply, outer supply, current accessible workers, feasible arrangements, financial condition, and so on are considered sought after and supply examination.

Recruitment and selection: of human resource might be inner and outer. Interior enlistment holds fast to current representatives for higher employments in the association. Outer enlistment pursues promoting, grounds talk with, evaluation and so on.

INDUSTRY PROFILE

Cement Industry originated in India when the first plant commenced production in 1914 at Porbandar, Gujarat. The industry has since been growing at a steady pace, but in the initial stage, particularly during the period before Independence, the growth had been very slow. Since indigenous production was not sufficient to meet the entire domestic demand, the Government had to control its price and distribution statutorily. Large quantities of cement had to be imported for meeting the deficit. The industry was partially decontrolled in 1982 and this gave impetus to its pace of growth. Installed capacity increased to more than double from 27 million tons in 1980-81 to 62 million tons in 1989-90.

The cement industry responded positively to liberalization policy and the Government decontrolled the industry fully on 1st March 1989. From 1991 onwards cement industry got the status of a priority industry in schedule III of the industry policy statement, which made it eligible for automatic approval for foreign investment up to 51% and also for technical collaboration on normal terms of payment of royalty.

After the globalization and liberalization of Indian economy, the cement industry has been growing rapidly at an average rate of 9 percent. The country is now the second largest producer of cement in the world next only to China with a total capacity of 217.80 million tones. Additionally, in the last two decades, the industry has undergone rapid technological up gradation and growth, and now, some of the cement plants in India are comparable to the world's best operating plants in all respects.

Till a few years ago India was importing cement from other countries, as the production could not meet the demand for the whole country. Now the tables have turned as India has started exporting large quantities of cement and clinker to Bangladesh, Nepal, Sri Lanka, Maldives, Mauritius, Africa, Seychelles, Burma, UAE, and Singapore etc.

India is today the second largest producer of cement in world with an installed capacity of close to 217.80 million tons per year. 95 % is consumed domestically and only 5% is exported. Demand is growing at more than 10 % per annum. More than 90 % of production comes from large cement plants. There are a total of 146 large and more than 350 small cement manufacturing units in the country. More than 80% of the cement-manufacturing units use modern environment friendly –dryll process.

In the cement industry there are two sectors – one consisting of large plants and the other consisting of mini cement plants. A factory with an installed capacity exceeding 2,97,000 tones per annum (900 tons per day) is a large plant and with capacity up to and including 2,97,000 tons is a mini cement plant. At present, there are 146 large plants and about 365 mini cement plants. Since mini cement plants are scattered all over the country with a number of associations representing different types of processes, sizes etc. and some of them are even tiny units, it has not been possible to obtain correct data of this sector. The present installed capacity of large plants is 217.80 million tons and the

estimated capacity of mini cement plants is 11.8 million tons.

COMPANY PROFILE

Since the performance of the corporate wasn't encouraging and began creating losses from 1985-86 ahead owing to sluggish market of cement and conjointly severe competition in Engineering merchandise. In 1988 PANYAM was become sick and therefore the management of the corporate was confiscated by late

M.V. Subba Rao and Associates. M.V. Subba Rao and Associates have taken varied steps to boost the gain of the corporate that has yielded results wiping out the accumulated losses and therefore the company reported glorious performance within the years 1996-97 and 1997-98. However, the Cement business went through severe crisis in 1999 after the relief policy proclaimed by the govt of Asian nation. Additionally, owing to scarcity of capital finance, the Cement Unit couldn't run unceasingly to its capability owing to varied reasons.

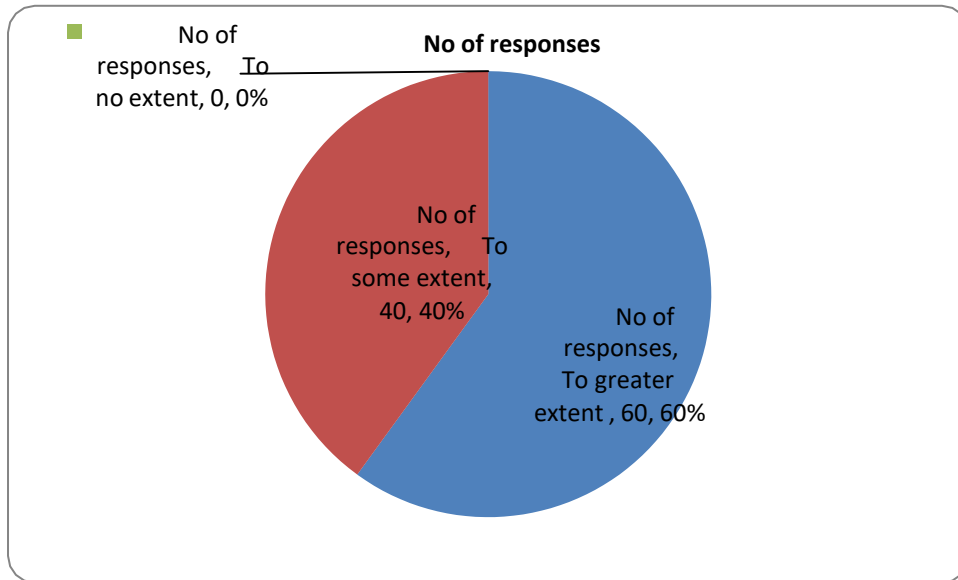
Considering the worst state of affairs prevailing in Panyam Cements because the workmen were attempted laborious for his or her support, Sri S.P.Y. Reddy, B.E.(Mech) & Member of Parliament, UN agency could be a seasoned and triple- crown technocrat having tried data of quite thirty years as Chairman of Nandi cluster of corporations has confiscated the management of the corporate throughout September 2004 being power-assisted by Sri S. Sreedhar Reddy, Associate in Nursing Engineering Graduate in physical science and Telecommunications as administrator of the corporate. The current management has invested with quantity for restarting the operations of the corporate. Right away when take over the unit, the new management has settled the dues of monetary Institutions/Banks and conjointly settled the dues of the workmen by implementing VRS.

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

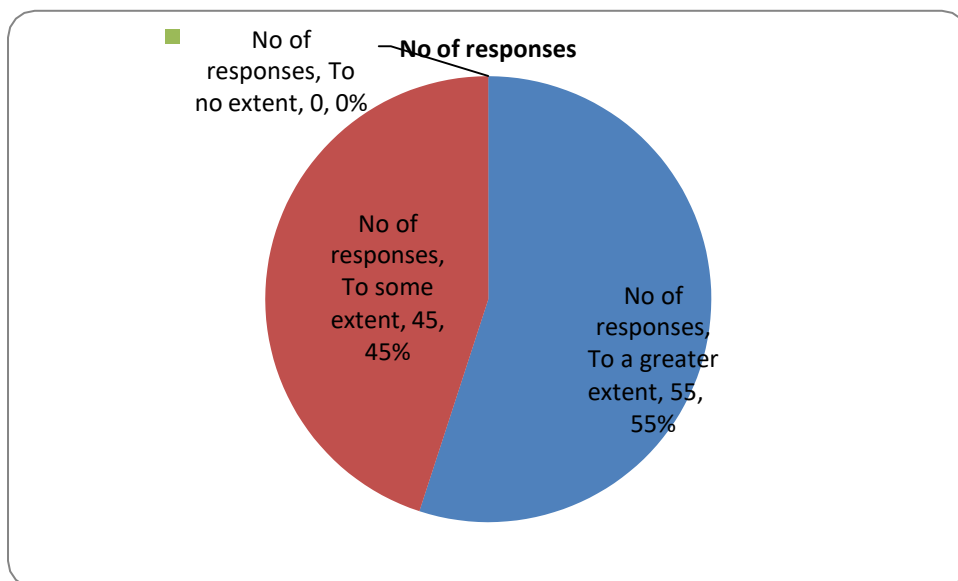


Interpretation: Here the greater part of the workers reacted that they are profited by the human resource planning and enlistment process in the association remaining representatives reacted somewhat.

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

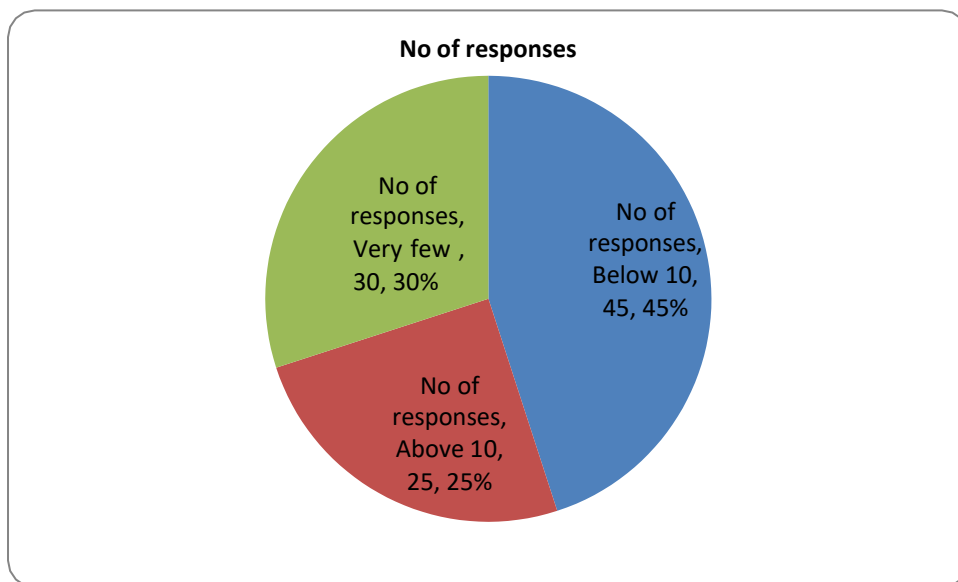


Interpretation: The greater part of the representatives reacted that HRP and enrollment procedure is full of feeling in the association and remaining workers reacted somewhat.

3. How many training programs related to HRP and recruitment are conducted peryear 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 PANYAMCEMENTS is to recognize, motivation, and pay according to performance
- HUMAN RESOURCE DEPARTMENT is needed to improve employee work process through their employee work analysis and giving hikes and awarding other incentives based upon their work and motivates them for a better dedication towards their work.

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 method acquired by the human resource planning and recruitment.
- Human resource department need to motivate employees to improve their performance.

CONCLUSION

- Create individual employee as 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 through awards, rewards and promotion increases their quality in the work.

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