

CHAPTER - V

CONCLUSIONS AND SUGGESTIONS

5:1 CONCLUSIONS

5:2 SUGGESTIONS

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5.1 CONCLUSIONS

Following are the conclusions of the study.

- 1) In the factory Labour and Welfare department plays a significant role. However, other departments are also looking after personnel matters relating to their own departments.
- 2) There are 4 methods of manpower planning. The factory, at present, is not using any one full fledged method, instead it is following a combination of the four methods. Due to the seasonal nature of the factory, it follows hand-to-mouth planning practices.
- 3) While forecasting the manpower all the factors i.e. death, resignation, retirement and discharges are considered. However, mostly, the death and resignation, these two factors are considered in the factory.
- 4) In the factory, mostly manpower forecasting is made for the period of one year. However, many a times manpower forecasting for 5 or more years is carried on as per factory requirements.
- 5) From the beginning of the factory uptill now, there is no loss of human resource due to death, resignation, retirement, discharges etc. Therefore, a question of calculation of loss rate in the factory doesnot arise. Though, this is the case, the officers of the factory are not aware of the calculation and importance of loss rate in Human Resource Planning.
- 6) In the factory there is no problem of shortage or surplus of manpower.
- 7) In the factory, the principle of 'right person on the right job'

is completely followed.

- 8) In the factory the manpower planning is required for expansion of the factory, technical change and increase in production. All the officers are aware of manpower planning under all the above three circumstances.
- 9), As and when factory requires the suitable candidate is not available, as well as selected candidate does not match with particular department/job. These are two difficulties in manpower planning according to officers.
- 10) In case of recruitment, mostly the employees are knowing the recruitment procedure.
- 11) For recruitment, factory uses all the outside sources, however, mostly the advertisement is used.
- 12) According to opinion of officers and workers that the factory has not given initially training before placement.
- 13) More than 50% employees have been worked as trainee under the direct supervision.
- 14) Motivational schemes have been properly maintained in the factory.
- 15) All the employees get the all financial facilities/incentives.
- 16) The factory has provided reward pay to all workers.
- 17) All employees are satisfied with the incentive schemes.
- 18) In the factory, most of the workers are aware of promotion policy.

19) It is found that factory uses efficiency as the criteria for promoting employees.

20) Through conducting any test workers are promoted. The factory uses test (interview) as the criteria for promotion.

21) It is found that the factory is not calculating the promotion rate because of low availability of creating new vacancies.

22) It is observed that the factory hasnot provided any training for promotion.

23) In the factory, most of the workers and minimum officers are aware about tranfer policy.

24) In the factory there is no any transfer of employees.

25) Only the shift transfer policy is in practice in the factory.

26) It is found that while transferring the employees, factory, considers their willingness.

27) For settlement of gtievence suggestion scheme is most important practice folloed by the factory.

28) It is found that the relationship between employess and management is satisfactory. as there is no strike from the inceptions of the factory.

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5:2. S U G G E S T I O N S .

Following are the suggestions put-forth to overcome the problems faced by the factory.

- 1) In the factory some departments look after the personnel matters. In fact, personnel department should look into the matters. As there is labour & welfare department in the factory, instead of personnel department, all personnel matters should be looked after by labour & welfare department only.
- 2) To improve the manpower planning effectively the factory should follow any one method for organisation, as a whole, for forecasting the manpower requirements of the factory.
- 3) The manpower planning should be developed over a specific period (for 2 or 5 years) for forecasting manpower requirements even if the factory is of seasonal nature.
- 4) If skilled persons are not available as & when factory requires, the training facilities should be provided to all workers, so that it will be the internal source for recruitment.
- 5) Written test for all departments may be conducted for proper selection.
- 6) In order to create more subjectivity in recruitment this function should be fully entrusted to the labour and welfare department.
- 7) If the factory suffers from not getting suitable candidate in recruiting, wide publicity should be given to the vacancies in order to get the requisite type of person.
- 8) All Employees should be trained by factory to improve the skill & productivity also. Training for longer period

should be given.

- 9) If a worker is found efficient (he should be given reward personally, besides the reward pay for all the employes.
- 10) Though the factory is seasonal, job security should be given to the all concern employees.
- 11) Through job loading, job rotation and job entichment workers should be motivated. The factory should arrange written test for promotion in addition to interview.
- 12) To understand how many employees are promoted in a particular year the annual promotion rate should be calculated.
- 13) To handle the job effectivity, the factory should provide training for promotaion.
- 14) In the factory it is essential to develop the role of works committee, trade union so as to enable to settle the grievances if they arise in future.

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