The Manpower Requirement approach is a tactical method accustomed support the energy drive required to fulfill an organization’s objectives. It focuses on predicting future labor demand as a function of economic growth, industry trends, and skill needs. It means only the right number of employees with the right skill sets are recruited, and they are recruited when they are needed.

Workload analysis involves looking at tasks and productivity rates, workforce analysis reviews the current skills of employees, rates of employee turnover and retirements. A gap analysis is conducted