HR Management in a Construction Company

We can divide 8 main categories of HR functions in a construction company.

1.Manpower Planing

2.Hiring

3.Compensation & Benefits

4.Training &Development

5.Wokers Safety

6.Emplyoyee Retention

7.Legal Issues

8.Compliance

Man Power Planing

In this section first we look how to calculate the man power.

1 Step

How many days is the project running for-🡪 ------days

2 Step

How many hours is each worker working🡪-----------hours

3 Step

Number of workers--🡪

4 Step

Multiply all three variables and it will be the man power.

Manpower planning is essential for any construction project to be successful. The construction industry requires a significant amount of human resources, and planning the manpower is crucial to ensure the timely and cost-effective completion of the project. Here are some of the reasons why manpower planning is important in construction projects:

1.Efficient Resource Allocation: Manpower planning helps to allocate resources efficiently. It ensures that the right people are assigned to the right jobs, based on their skills and experience. This prevents unnecessary delays and ensures that the project is completed on time.

2. Cost Control: Manpower planning helps to control costs. By planning the workforce requirements in advance, it helps to avoid hiring too many workers, which can result in increased labor costs. Additionally, it helps to ensure that the right mix of skilled and unskilled labor is used to complete the job, reducing the overall cost of the project.

3. Improved Productivity: Manpower planning improves productivity by ensuring that the right number of workers is available at the right time. This helps to avoid delays and ensures that the work is completed efficiently. By planning for the right mix of skilled and unskilled labor, the project can be completed more efficiently.

4. Resource Management: Manpower planning helps to manage resources effectively. By planning the workforce requirements in advance, it helps to ensure that the necessary resources, such as equipment and materials, are available when needed. This helps to avoid delays and ensures that the project is completed on time.

Those are the importan t facts of Man Power Planing

Hiring