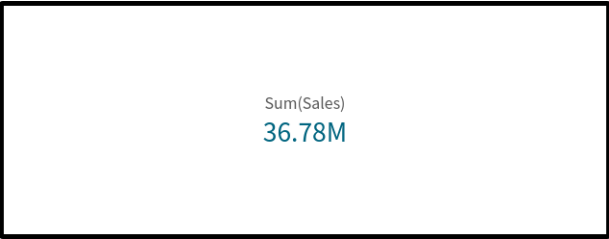
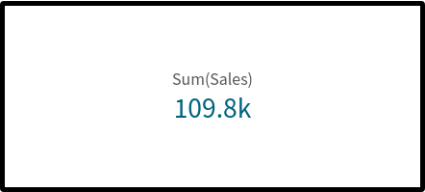


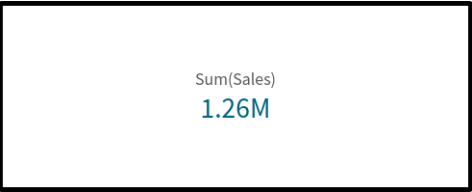
SUPPLY CAHIN MANAGEMENT ANALYSIS STORY



No. of sales done in asian country



No. of sales done in US country



No. of Profit Margin Taken in asian country



No. of Profit Margin Taken in US country



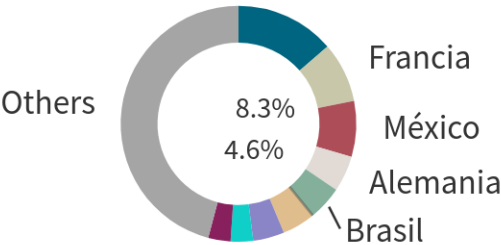
No. of Delivery Risk Taken in asian country



No. of Delivery Risk Taken in US country



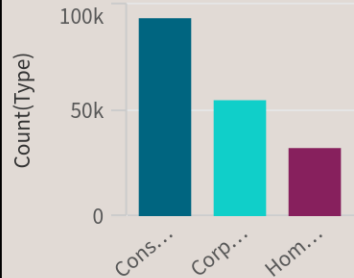
Global Profit Ratios



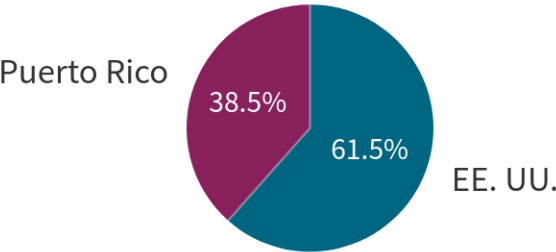
Top 10 countries with highest Profit Ratios in Supply Chain Management

Total Items placed by customers in a Country

Analysis Of Customer Segment

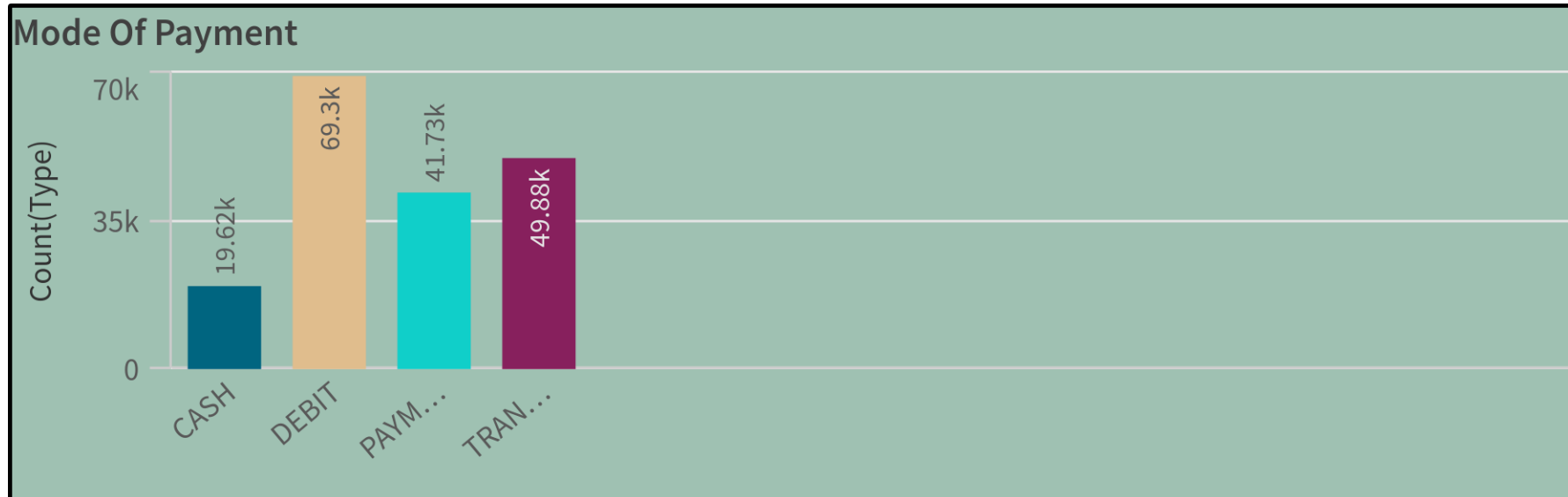


Total Items Placed by customer in a Country



Analyzing Customers segment

MODE OF PAYMENT FOR PURCHASE



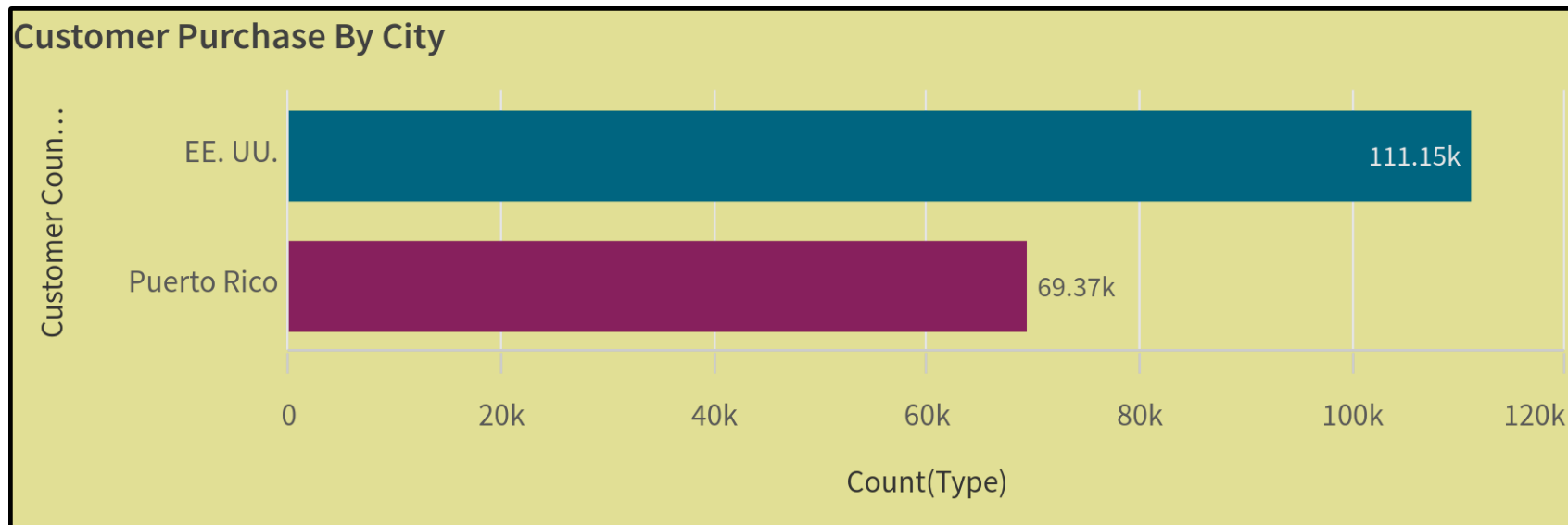
Cash: Traditional, convenient for small transactions, but risky for large amounts.

Debit card: Linked to your bank account for secure electronic payments.

Credit card: Borrow money for purchases, but be responsible to avoid debt.

E-wallets: Secure digital apps for easy online and in-person payments.

CUSTOMER PURCHASE ITEM BY CITY



Human resource planning (HRP) is the process by which an organization ensures that it has the right number of people, with the right skills, in the right places, at the right times, to achieve its goals. It is a strategic approach to managing an organization's most valuable asset—its people. HRP helps to forecast future human resource needs and develop strategies to meet those needs, ensuring that the organization can achieve its objectives.

Necessity of Human Resource Planning
Aligning Workforce with Organizational Goals: HRP ensures that the organization has the human resources necessary to achieve its strategic goals.
Anticipating Future Needs: It helps in anticipating the future demand and supply of labor, enabling the organization to take proactive steps to address potential shortages or surpluses.
Enhancing Productivity and Efficiency: By planning for the right number of employees with the right skills, HRP helps in optimizing productivity and efficiency.
Managing Change: It aids in managing changes such as expansion, technological advancements, and market dynamics by ensuring that the workforce is prepared and adaptable.
Reducing Costs: Effective HRP can reduce costs associated with hiring, training, and maintaining a workforce by ensuring that staffing levels are appropriate.
Compliance with Legal Requirements: HRP helps ensure that the organization complies with labor laws and regulations, avoiding legal issues and penalties.

Steps Involved in Human Resource Planning
Analyzing Organizational Objectives:

Understand the organization's short-term and long-term goals. Determine how these goals translate into human resource needs.

Forecasting Demand for Human Resources:

Quantitative Methods: Use statistical and mathematical models (e.g., trend analysis, regression analysis) to predict future HR needs based on historical data.

Qualitative Methods: Use expert judgment, scenario planning, and Delphi technique to estimate HR requirements.

Assessing Current Human Resources:
Conduct a skills inventory and job analysis to determine the current capabilities and competencies of the workforce. Evaluate the current workforce in terms of numbers, skills, performance, and potential.

Identifying Gaps:
Compare the current HR supply with the forecasted demand to identify gaps. Determine areas where there are surpluses or shortages in skills, numbers, or competencies.

Developing HR Strategies:
Recruitment and Selection: Plan for attracting and hiring the necessary talent.
Training and Development: Develop programs to upskill and reskill current employees.
Succession Planning: Prepare for future leadership needs by identifying and developing potential leaders.
Retention Strategies: Implement policies to retain top talent and reduce turnover.
Workforce Diversity: Promote a diverse and inclusive workforce.

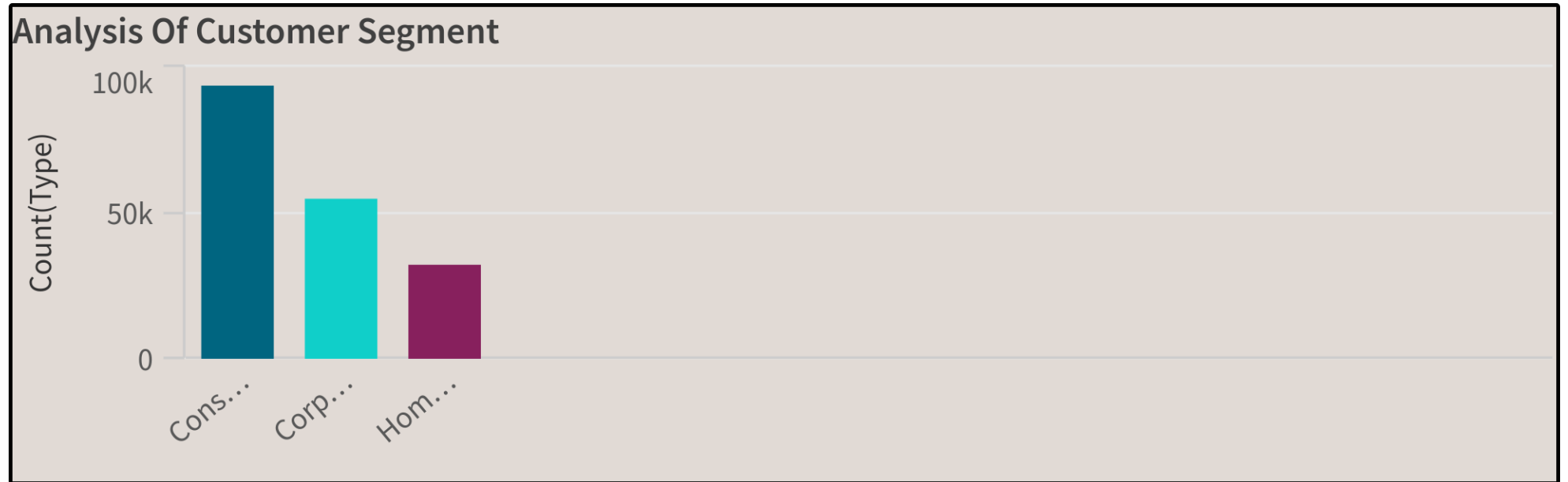
Implementing HR Plans:
Execute the strategies developed in the previous step. Communicate the plans and strategies to all stakeholders. Ensure that there are adequate resources and support for implementation.

Monitoring and Evaluation:
Continuously monitor the implementation of HR plans. Use key performance indicators (KPIs) to measure the effectiveness of HR strategies. Make necessary adjustments based on feedback and changing organizational needs.

Detailed Breakdown of Key Steps
Analyzing Organizational Objectives
Strategic Alignment: Ensure HR objectives align with overall business strategy.
Mission and Vision: Translate the organization's mission and vision into specific HR needs.
Environmental Scanning: Analyze external factors (e.g.,

market trends, economic conditions) that impact HR requirements. **Forecasting Demand for Human Resources**
Workforce Modeling: Develop models to predict future workforce requirements. **Scenario Planning:** Create different scenarios (e.g., best-case, worst-case) to understand potential future HR needs. **Consultation with Managers:** Engage with departmental managers to get insights into their specific HR needs. **Assessing Current Human Resources**
HR Audit: Conduct a comprehensive audit of current HR capabilities. **Skills Matrix:** Develop a matrix mapping employee skills to current and future job requirements. **Employee Surveys:** Gather data on employee satisfaction, career aspirations, and engagement. **Identifying Gaps**
Gap Analysis: Use tools like SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis to identify HR gaps. **Benchmarking:** Compare HR metrics with industry standards to identify areas of improvement. **Developing HR Strategies**
Recruitment: Develop a recruitment plan that includes sourcing, selection, and onboarding. **Training:** Identify training needs and develop programs to address skill gaps. **Career Development:** Implement career development paths to help employees grow within the organization. **Compensation and Benefits:** Review and adjust compensation and benefits to attract and retain talent. **Implementing HR Plans**
Action Plans: Develop detailed action plans for each HR strategy. **Communication:** Ensure clear communication of HR plans to all employees. **Resource Allocation:** Allocate necessary resources (budget, time, personnel) to implement plans. **Monitoring and Evaluation**
KPIs: Use KPIs such as employee turnover rate, time to fill positions, training effectiveness, and employee engagement scores. **Regular Reviews:** Conduct regular reviews of HR plans and strategies to assess progress and make adjustments. **Feedback Mechanisms:** Implement feedback mechanisms to gather input from employees and managers. Effective human resource planning is critical for organizational success, as it ensures that the organization is well-equipped to meet current and future human resource challenges. By following these steps, organizations can develop a robust HRP process that supports their strategic goals and enhances overall performance.

ANALYSIS OF CUSTOMER SEGMENT



DELIVERY STATUS OF ORDERS

