

# Manpower Planning - Evolving Systems.

## s.n - Manpower Planning (MP): Meaning, Steps and Techniques



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### Strategic human resource management: The evolution of the field

While executing effectively, manpower planning process entails analyzing the requirements of present and future vacancies.

### Manpower Planning: Meaning, Factors, Objectives and Principles

For example, as sales increase by a certain percentage, a manufacturing concern may determine by how much the number of employees in certain departments or divisions must also increase.

### Steps Involved in Manpower Planning

A disciplined information reporting system creates a structured data and a knowledge base for all the people in the organization. Going outside requires a decisions about what recruiting sources to use, among other things. Cash budget, sales budget, capital expenditure budget are some of the examples of budget.

### Manpower Planning

For example, the purpose of a bank is to accept deposits and grant loans and advances.

### Human resource planning & development

Short- term planning one to two years to guide immediate recruiting needs is most common, but mid- and long-range planning up to ten years can also be helpful, especially for managerial jobs. The management must try to develop in advance talented employees to occupy the managerial positions in future. As well as, The first thing, therefore, is to decide on the policy— should the person hire from within through promotional channels or should it obtain from an outside source.

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