

**A STUDY ON HUMAN RESOURCE PLANNING IN POWERLOOM UNITS IN  
ICHALKARANJI**

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**ABSTRACT**

Every enterprise is looking forward to have a balance between demand of human resource for their unit and supply for human resource required for their enterprise. Human resource planning that is also known as personnel planning or work force planning is the primary operative function of human resource management, which will take care of demand and supply forecasting of human resource as and when required to have smooth functioning of all business activities.

This research paper deals with assessing the relation between human resource planning and job specification of employees of different jobs in powerloom units.

**KEYWORDS – Human Resource Planning, Job Specification, Powerloom Units**

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**INTRODUCTION**

Human Resource Planning (HRP) is the process of determining how an organization should transition its human resource position from its existing state to the one it wants. It is a function by which an organization makes ensures that the appropriate numbers of human resources are present in the required numbers, at the appropriate times in a specific job to complete their assigned duties and responsibilities. This research paper will help to understand and study about relation between human resource planning process and job specification.

**REVIEW OF LITERATURE**

Priyanka, N., Priyadarshini, R., & Lingeswari, N. (2024) stated that due to the necessity of ensuring quality manpower planning regardless of factors like sex, class, or ethnic affiliation, to name a few, this is highly vital. Among other things, the research suggested that the government strengthen its regulatory capacity to ensure that labor laws are effectively enforced. Due to the necessity of ensuring quality work force planning regardless of factors like sex, class, or ethnic affiliation, to name a few, this is highly vital.

Hendrina, Y., & Bahiroh, E. (2024) mentioned that the way businesses and organizations function, make decisions, and carry out their daily business have been profoundly impacted by digital transformation. It appears that HR needs to be prepared for the digital age in order to be relevant in the industry and transform the employee experience by fusing technology, procedures, and HR into a new digital ecosystem. Consequently, in this digital age, careful Human Resources (HR) planning is required. The digital age will present both substantial opportunities and problems for HR strategy. An HR manager must be knowledgeable about business in addition to technology in order to effectively navigate obstacles and seize opportunities. This is especially true when it comes to HR planning.

Maryadi, R., Shalahuddin, A., Daud, I., & Rosnani, T. (2024) emphasized that using workload as a mediating variable, this study attempts to ascertain and evaluate the impact of human resource planning on police officers' performance. Literature studies are used in data analysis. An organization's ability to execute its human resources to the highest standard possible is inextricably linked to its success. Quantity must also be taken into account because doing duties in the allotted time guarantees that the performance is at its best. To determine the ideal workforce requirements, the workload must be measured. This seeks to ascertain the ideal staffing level and workload. It is clear from this that effective human resource management is necessary for an organization to function well.

Harkrskayani, I., & Putra, P. (2024) the study findings indicate that while work experience has a favorable impact on work ethic, so does educational background. Work ethic is positively impacted by both educational background and work experience at the same time. Human resource planning, hiring and selection procedures, team management and employee development, performance reviews, and organizational culture development are some of the managerial ramifications that could occur.

**OBJECTIVES**

- 1) To review and assess the human resource planning practices at powerloom units in Ichalkaranji city.
- 2) To appraise respondents opinion about human resource planning and job specification.

**RESEARCH METHODOLOGY**

This research paper have based on descriptive types of research. Primary data were collected through structured questionnaire. Total 50 respondents were selected by using convenient sampling technique. Sources of secondary data are also used for this research paper such as published research articles, reports, records etc.

**HYPOTHESIS**

H<sub>0</sub> – There is no significant correlative relation between human resource planning and job specification.

H<sub>1</sub> – There is significant correlative relation between human resource planning and job specification.

**DATA ANALYSIS AND INTERPRETATION**

**Table No – 1 Showing Demographic Profile of Respondents**

Sr. No	Demographic Profile	No's of Respondents	%	
01	Gender	Male	50	100%
		Female	00	00%
		Others	00	00%
		<b>Total</b>	<b>50</b>	<b>100%</b>
02	Age	26 to 35 Years	08	16%
		36 to 45 Years	29	58%
		46 to 55 Years	07	14%
		Above 56 Years	06	12%
		<b>Total</b>	<b>50</b>	<b>100%</b>
03	Education	Primary	11	22%
		Secondary	17	34%
		Higher Secondary	16	32%
		Graduation	6	12%
		<b>Total</b>	<b>50</b>	<b>100%</b>
04	Experience	01 to 05 Years	08	16%
		06 to 10 Years	23	46%
		11 to 15 Years	12	24%
		16 to 20 Years	07	14%
		<b>Total</b>	<b>50</b>	<b>100%</b>
05	Monthly Income	Below 10000/-	09	18%
		11000/- to 20000/-	37	74%
		More than 21000/-	04	08%
		<b>Total</b>	<b>50</b>	<b>100%</b>

(Source – Primary Data)

From the above table it is indicates that, Male workers are the predominant employees in the powerloom units in the study area. 58% of respondents belong to age group of 36 to 45 years. 34% and 32 % of respondents' falls under secondary and higher secondary education level respectively. 46% of respondents are having work experience upto 06 to 10 years in powerloom industry. 74% respondents are earning monthly income between 11000/- to 20000/-.

**Table No. 2 Testing of Hypothesis**

Variables		Human Resource Planning	Job Specification
Human Resource Planning	Pearson Correlation	1	.019
	Sig. (2 tailed)		.897
	N	50	50
Job Specification	Pearson Correlation	.019	1
	Sig. (2 tailed)	.897	
	N	50	50

(Source – Testing of Hypothesis)

Null hypothesis (H<sub>0</sub>) is accepted. The correlation test revealed no relationship between human resource planning and job specification, with a p-value of 0.897 and an r-value of 0.019, both of which are greater than the 0.05 significant levels.

## **CONCLUSION**

The researcher concludes that there is no significant relationship between human resource planning and job specification. This conclusion is statistically supported by a correlation test between these variables. The r-value is 0.019 and the p value is 0.897, which is greater than the 0.05 significance level. Therefore, the hypothesis test indicates no significant correlation.

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