

RESOURCE PLANNING HERO MOTO CORP LIMITED

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Abstract

In order to coordinate its extensive production environment, Hero MotoCorp Limited (HMCL) uses a centralized ERP system in conjunction with Direct-On-Line (DOL) as its supplier network. Maintaining high-quality manufacturing with low inventory is made possible by the system's seamless integration of demand forecasting, component procurement, and vendor management.

Introduction

Staffing and people management are the backbone of HR strategy. Human resource management include sourcing candidates, filling open positions, training new hires, and paying them a fair wage. It could be useful for public-good organizations as well, especially those in the medical, academic, and governmental fields. The term "human resource management" refers to a broad category that includes a variety of approaches aimed at improving productivity in the workplace.

The breadth of human resource management is evident. Human resource management encompasses the whole employee lifecycle, from recruitment to termination.

Subfields of human resource management include payroll, professional development, industrial relations, employee retention, and performance assessment. Employee relations and workplace harmony are at the heart of human resource management, says India's National Institute of Personnel Management. When workers are loyal to their employer and have faith in one another, they are better equipped to accomplish goals as a team. The section of management concerned with the tasks of hiring, training, and supervising employees in a way that guarantees their continued success is what Julius

calls "personal management." • The organization efficiently and affordably accomplishes its declared goals. • We take into account and work toward achieving societal goals, and we work toward achieving the goals that each employee sets for himself.

Human resource planning, which includes accurately predicting personnel requirements and availability as well as the best methods to use workers' abilities, may assist businesses in reaching their long-term goals. In order to figure out how to get from their present to their future HR use, management employs this strategy. The purpose of human resource planning is to help senior management assess where their organization is in relation to its human resource needs and where they want to go. The top goal of management is to maximize long-term profit for the workers and the firm by having the appropriate people working in the right places at the right times. The overarching purpose of strategic human resource planning is to ensure that an organization has enough qualified individuals working in certain roles so that they may contribute as much as possible to the accomplishment of those objectives. Industrialization is the ideal setting for Human Resource Planning. Human Resource Planning can only be successful with a well-thought-out strategy and plan. Follow these steps: Right now, we're taking a look at the HR inventory. • Anticipating future needs for human resources. Getting a program going to help people get jobs. • Educators develop course outlines.

Need For The Study

There are two parts to human resource planning: first, taking stock of what is now available in the HR department, and second, making predictions about the future of HR and creating plans for hiring based on those projections. A few ways in which your company could benefit from human resource

planning are:

- It's possible to see when resources are becoming low or high, so you can respond quickly if needed.
- It aids in cost reduction by revealing excess individuals and preventing overstaffing.
- It facilitates the identification of present talents inside an organization, which allows for talent-specific training programs to be launched. Businesses might take use of it to expand their reach. Making sure that workers are accessible and productive is what human resource planning is all about. As a result, operations remain uninterrupted, even as the company grows. The person's reputation in their field rises because of it.

Objectives Of The Study

With the help of demand and supply analysis, the company can plan for the future of staff recruitment.

- To learn if the talent-based selection was correct.
- To learn more about how HERO MOTORS does its HR planning.
- To see how the company has evolved in response to labor laws.

Scope Of The Study

In this investigation, just "HERO MOTORS" were taken into account. No one outside of HERO MOTORS's staff has access to the company's workforce planning training materials. This research delves deep into the topic of human resource planning. It is standard practice to include employee feedback into recommendations made to superiors.

Methodology Of The Study

The method of data collection also made use of secondary sources, in addition to main ones.

- Primary data: polling workers of the organization under review and conducting in-depth, structured interviews with important persons were the sources of this data. A wide variety of secondary sources were used in the compilation of this material, including historical studies, magazines, websites, and pertinent research papers. After that, we made sure all of the data was correct, comprehensive, easy to understand, and consistent. The content and facts were arranged according to their significance to the subject of the research. Data interpretation is the final step. Knowledge, objectivity, good judgment, thoroughness, and accuracy are required for data interpretation. Research interpretation entails drawing appropriate conclusions, making reasonable value judgments on the relevance and implications of results, and so on. An efficient way to determine the research issue and carry out a focused inquiry was the literature review. After much research and evaluation

of pertinent materials, the student reached reasonable conclusions and recommendations.

Limitations Of The Study

An undertaking of this kind cannot be relied upon to be entirely genuine and correct. On the other side, we make no bones about claiming it is genuine and original. Some of the reasons why it may not be possible to have complete data representation are:

- the investigator's competence was lacking. Maybe there isn't enough data from the sample. Responses could be influenced by respondents' prejudices.
- Time constraint.

Industry Profile

In 2011, India's automotive sector produced over 4.2 million automobiles, ranking it ninth globally. After Thailand, South Korea, and Japan in 2012, India was the fourth-largest Asian exporter of automobiles. Since economic liberalization in 1991 ushered in more development, less regulation, and more competition, the Indian car industry has been steadily developing. Indian automakers such as Mahindra & Mahindra, Maruti Suzuki, and Tata Motors have grown their businesses both at home and abroad. As a result of the huge investments made by global automakers in the Indian market by the country's booming economy, the indigenous automotive industry in India came to prominence. Sales of passenger cars in India surpassed 100,000 units in a single month in February 2009. In the 1940s, a new sector of India's economy—the automobile industry—took off. Both the public and commercial sectors in India began manufacturing automotive components after the country's 1947 declaration of independence in an effort to meet the increasing demand from across the world. Nationalization and the licensing raj limited private sector activity in India in the 1950s and 1960s, resulting in very modest development. Tractors, commercial vehicles, and scooters were the mainstays of the automobile industry's expansion after 1970. Automobiles for transportation remained a significant opulent good. Maruti Udyog was established when Japanese manufacturers began to operate in the Indian market. Lots of Indian businesses teamed up with international corporations. A conglomerate of Japanese companies began producing motorbikes and light trucks in the 1980s. This derailed the Indian government's plans to form a partnership with Suzuki to produce compact vehicles. Many foreign and domestic car companies set up shop in India after economic liberalization in 1991 and the licensing raj's

slow collapse. To keep up with demand on a worldwide scale, production of automobiles and auto components soared in the years that followed.

Company Profile

Formerly known as Hero Honda Motors Ltd., the current name of the biggest motorcycle manufacturer in the world is Hero Moto Corp Ltd., an Indian corporation.

An impressive accomplishment was accomplished by the firm in 2001 when it became the biggest two-wheeler manufacturer in India and the 'World No.1' two-wheeler manufacturer according to gross sales volume. Hero Moto Corp Ltd. still holds this position today.

Vision

In the past, there was a modest dream: an autonomous and mobile India, propelled by its beloved motorbikes. Hero Honda was the product of such aspiration. The company's renaming to Hero Moto Corp Ltd. reflects its recommitment to growing internationally and offering top-notch mobility solutions.

Mission

With unwavering commitment to innovation, design, and quality, Hero Moto Corp aspires to become a globally recognized leader in mobility solutions. If employees are to reach their full potential, the organization must provide a stimulating workplace. Its primary goal will always be to provide value and cultivate long-term partnerships.

FIRST LAYOUT

Hero MotoCorp's primary goals are to build a strong product lineup in every category, to seek out growth opportunities worldwide, to increase operational efficiency continuously, to grow the customer base aggressively, to invest heavily in the brand, and to satisfy both shareholders and customers.

Brand

On stages throughout the world, a new sensation is about to burst onto the scene. Changing our name to "Hero Moto Corp Ltd." reflects our commitment to mobility and technology and our desire to expand internationally.

By making the most of every opportunity via its strong presence in sports, entertainment, and grassroots engagement, it intends to build and promote a new brand identity.

Scheduled operation

Hero MotoCorp gets its motorcycles from three prestigious brands. Among the cities in the northern Indian state of Haryana, two of these enterprises have their headquarters: Gurgaon and Dharuhera. Located in the mountainous Indian state of Uttarakhand, near to Haridwar, is the third and most recent production location.

The distribution

The Company's natural talent for expanding into new regions and cities likely contributed to its success in India's two-wheeler sector. More than 6,000 customer touchpoints exist throughout Hero MotoCorp's sales and servicing processes. Around the nation, you may find a variety of them, from formal dealerships to service centers, parts stores, and even shops that dealers have permitted.

Delhi: The Herculean Base

Scientific breakthroughs

Hero Honda was an early trailblazer in the 1980s for environmentally conscious, fuel-efficient four-stroke motorbikes. When it comes to industry innovation, Hero Honda is still well ahead of the curve. In June 2006, it made history as the first Indian motorcycle manufacturer to deploy Fuel Injection (FI) technology on their Glamour FI motorcycle.

Products offered

Hero Honda offers a wide selection of bikes that have become standards in their field. Scooters were also introduced to the market by the firm in 2006. Because of its extensive product line, Hero Honda is able to serve customers in many types of markets.

Switching roles on

Because of the company's knack for capitalizing on expanding markets, its two-wheeler segment in India has been seeing rapid development. At present, there are around 4,500 customer touchpoints in Hero Honda's vast sales and servicing network. Service & Spare Parts stores, dealer-appointed locations, and authorized dealerships may be found nationwide.

Brand

Hockey, cricket, and golf are just a few of the sports featured in Hero Honda's advertising campaigns. Held in Delhi in February and March of 2010, the Hero Honda FIH Hockey World Cup was a fantastic event. The tournament's title sponsor was Honda. A 17.44% increase with 5,42,000 four-wheelers sales was achieved by Hero Honda, which was also a

partner with the 2011–2012 Commonwealth Games. A 22.32% increase to 19401.15 crores in total net operating income was reflected in earnings after taxes, which rose to 1927.90 crores. One share has a face value of 2 rupees, and the total dividend amount is 105 rupees, representing a 5250% increase. Included in this is the interest of 70 rupees per share. Maintain the utmost levels of ethical and social responsibility while reaping a profit of 13.54% from EBIDTMaint. The goal that drives Hero's operations is to build meaningful relationships with everyone who contributes to the company's success.

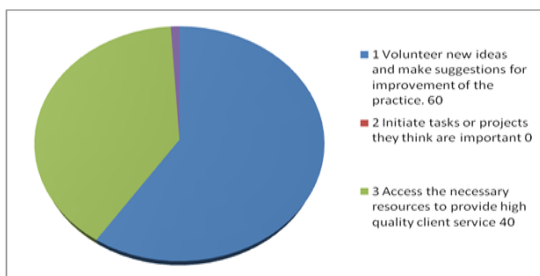
Data Analysis and Interpretation

- Do you encourage the employees to

Table 4.1:

S. no	Opinions	No. of respondents	% of respondents
1.	Volunteer new ideas and make suggestions for improvement of the practice.	60	60
2.	Initiate tasks or projects they think are important	0	0
3.	Access the necessary resources to provide high quality client service	40	40
		Total=100	100%

Chart:



Interpretation:

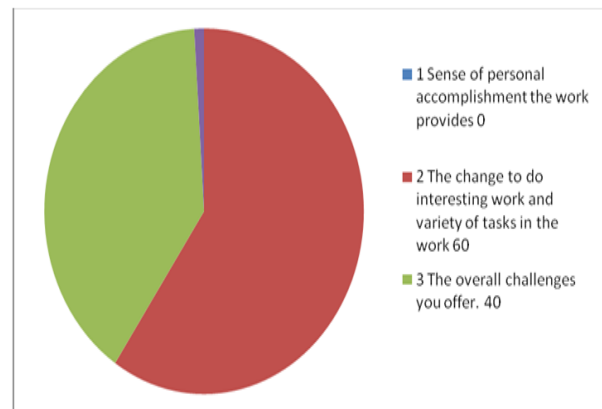
In light of my survey's findings, • Sixty percent of workers have original ideas and the ability to make them a reality. The people involved are confident in their capacity to make good use of the materials given to them. • Nobody seems really enthusiastic about finishing the task at hand.

Are the employees satisfied with?

Table 4.2:

S. no	Opinions	No. of respondents	% of respondents
1.	Sense of personal accomplishment the work provides	0	0
2.	The change to do interesting work and variety of tasks in the work	60	60
3.	The overall challenges you offer.	40	40
		Total=100	100%

Chart:



Interpretation:

My best guess is that

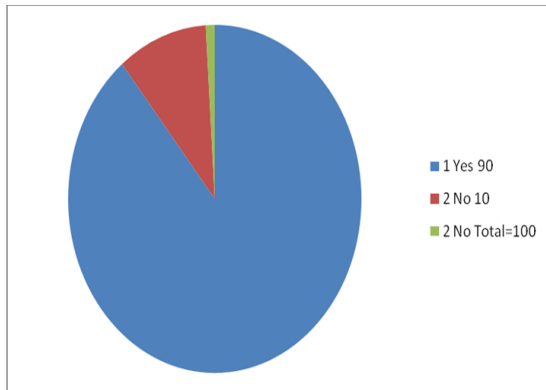
when polled, more over 50% of workers said they were very satisfied with their employment. It is very offensive that the company is actively trying to deter its workers from rising to the task.

Do you deliver the appropriate help to balance their workload with other demands on time and kept informed about the things they need to know to do the job properly?

Table4.3:

s. no	Opinions	No. of respondents	% of respondents
1.	Yes	90	90
2.	No	10	10
		Total=100	100 %

Chart:



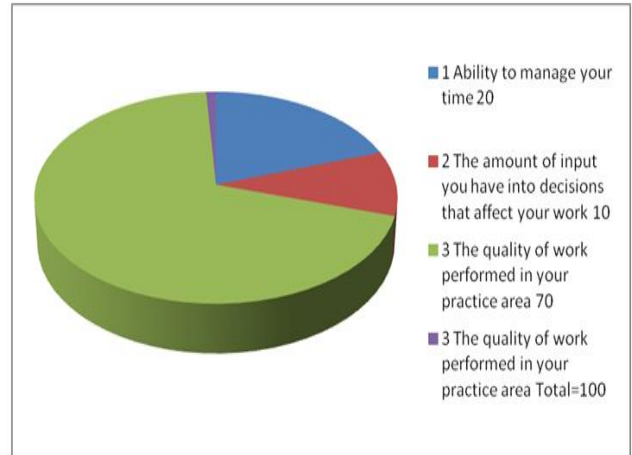
Interpretation:

Ninety percent of workers are able to keep up with their responsibilities, and the firm is great at keeping everyone informed, according to my survey. In spite of their best efforts, 10% of workers still believe they are unqualified.

Are you satisfied with the

S. no	Opinions	No. of respondents	% of respondents
1.	Ability to manage your time	20	20
2.	The amount of input you have into decisions that affect your work	10	10
3.	The quality of work performed in your practice area	70	70
		Total=100	100%

Chart:



Interpretation:

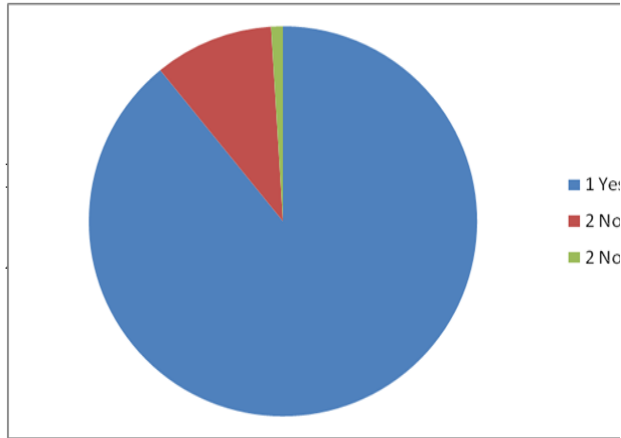
According to what I can see from the graph up there, the job quality is satisfactory to 70% of workers. Twenty percent of them might need some improvement in their time management skills. One group claims it can make better decisions than the other.

Is the organization of work in your office is logically structured?

Table 4.5:

s. no	Opinions	No. of respondents	% of respondents
1.	Yes	90	90
2.	No	10	10
		Total=100	100 %

Chart:



Interpretation:

Based on my findings, I think the company's logical design promotes methodical operation among its personnel.

Interpretation:

Rest of the employees didn't find the organization to be logically structured.

Conclusion

Workers will be more motivated to put in extra effort if you offer to help them with the installation of the project. Ensuring the well-being and happiness of your staff should be your top priority if you want to inspire them. • Stay current on what's happening in the world of technology. • Caring for workers on a more individual level, apart from their work responsibilities, is essential. For things to function properly, everyone in the company has to pull their weight. The company would do well to make more of

an effort to inspire its employees. • All human resources, including entry-level workers, need to be put to good use. • Human resource surpluses or shortages must be managed meticulously due to the influence on total productivity.

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