

1. Establishment of objectives to be attained-overall and departmental, sectional or individual
2. Establishment of planning premises. Premises may be internal or external
3. Identification of alternatives, taking into mind the minimum preliminary criteria i.e. capital investment, government, government controls, matching with present business market conditions, skilled workers and techniques available
4. Evaluation of alternatives- done in terms of profitability, risks involved, capital investment, gestation period, keeping in mind the negative and positive points of the plan
5. Choice of alternatives – the best one, more than one alternative may be selected
6. Formulating derivative plans for each segment of the company
7. Establishing sequence of activities

### **Criticisms of Planning**

Although planning is an important managerial function with widespread use, five major arguments have been directed against planning:

- ❖ Planning may create rigidity.
- ❖ Plans can't be developed for a dynamic environment.
- ❖ Formal plans can't replace intuition and creativity.
- ❖ Planning focuses managers' attention on today's competition, not on tomorrow's survival.
- ❖ Formal planning reinforces success, which may lead to failure.

The external environment is constantly changing. Therefore managers should develop plans that are specific, but flexible. Managers must also recognize that planning is an *ongoing* process, and they should be willing to change directions if environmental conditions warrant. Flexibility is particularly important. Managers must remain alert to environmental changes that could impact the effective implementation of plans, and they must be prepared to make changes as needed.

## **TOPIC**

### **THE STAFFING FUNCTION**

Staffing involves filling the positions needed in the organization structure by appointing competent and qualified persons for the job.

The staffing process encompasses man power planning, recruitment, selection, and training.

#### **a) Manpower requirements:**

Manpower Planning which is also called as Human Resource Planning consists of putting right number of people, right kind of people at the right place, right time, doing the right things for which they are suited for the achievement of goals of the organization. The primary function of man power planning is to analyze and evaluate the human resources available in the organization, and to determine how to obtain the kinds of personnel needed to staff positions ranging from assembly line workers to chief executives.

#### **b) Recruitment:**

Recruitment is the process of finding and attempting to attract job candidates who are capable of effectively filling job vacancies. Job descriptions and job specifications are important in the

# The Management Of Workers Selected Arguments

**James L. Farr, Nancy T. Tippins**



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## **Table of Contents The Management Of Workers Selected Arguments**

1. Understanding the eBook The Management Of Workers Selected Arguments
  - The Rise of Digital Reading The Management Of Workers Selected Arguments
  - Advantages of eBooks Over Traditional Books
2. Identifying The Management Of Workers Selected Arguments
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an The Management Of Workers Selected Arguments
  - User-Friendly Interface
4. Exploring eBook Recommendations from The Management Of Workers Selected Arguments
  - Personalized Recommendations
  - The Management Of Workers Selected Arguments User Reviews and Ratings
  - The Management Of Workers Selected Arguments and Bestseller Lists

5. Accessing The Management Of Workers Selected Arguments Free and Paid eBooks
  - The Management Of Workers Selected Arguments Public Domain eBooks
  - The Management Of Workers Selected Arguments eBook Subscription Services
  - The Management Of Workers Selected Arguments Budget-Friendly Options
6. Navigating The Management Of Workers Selected Arguments eBook Formats
  - ePub, PDF, MOBI, and More
  - The Management Of Workers Selected Arguments Compatibility with Devices
  - The Management Of Workers Selected Arguments Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of The Management Of Workers Selected Arguments
  - Highlighting and Note-Taking The Management Of Workers Selected Arguments
  - Interactive Elements The Management Of Workers Selected Arguments
8. Staying Engaged with The Management Of Workers Selected Arguments
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers The Management Of Workers Selected Arguments
9. Balancing eBooks and Physical Books The Management Of Workers Selected Arguments
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection The Management Of Workers Selected Arguments
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine The Management Of Workers Selected Arguments
  - Setting Reading Goals The Management Of Workers Selected Arguments
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of The Management Of Workers Selected Arguments
  - Fact-Checking eBook Content of The Management Of Workers Selected Arguments
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

### 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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