

## THE DEVELOPMENT OF MANPOWER REQUIREMENT OPTIMIZATION: A CASE STUDY ON ASIA LEARNING ENERGY CONSIDERATION

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**ABSTRACT:** The efficiency and operational excellence are the key factors in order for an manufacturing company to stay competitive. Optimization of manpower and increasing manpower needs in modern organizations are an essential part of the future strategic planning and a very important differentiator factor of business improvement. In this study, the author demonstrates that various different business planning through firm supply chain operations previous were competent for forecasting a planning working level. The key driver analysis method was used in manpower modelling for the different nature types of business: sales based, volume based, trading based, project based, and high office based management. The allocation of manpower requirement in each specific varied in different business context. This empirical study on manpower distribution and their fit modeling to predict the human resource planning in operations. Finally, longitudinal study of manpower analysis was studied to establish the work manpower strategy from process, core process, and support process for each business group. Later, all are classified a non-financial metrics were considered for analysis. Finally, regression analysis was conducted to determine the development of manpower modelling in forecast model of demand supply in current energy context companies. Considering the market conditions of fluctuations with the governmental demand policies, an influence in power technology impacted different demand supply planning level for each of five business type. Finally, the study is to design a HR operating response (REQUIRE) as the tool to determine the human resource planning for human resource planning regardless of company competency constraints. The research findings showed significant relationships for each key specific metrics as model for each business group. Therefore, the manpower models were developed in each specific for the strategic planning of human resources to enter the development of the industry.

**KEYWORDS:** Development, Manpower Modelling & Optimization, Asia, Energy Consideration.

## INTRODUCTION

The ability to forecast manpower requirements is crucial for an industry. On the demand side, companies rely on their forecasts to determine their manpower planning strategies, while, on the supply side, they provide job seekers with a basis to assess the attractiveness of a given sector. Forecasts of supply and demand for manpower also make an important contribution to the governmental policy-making process by serving as pointers to avoid imbalances (overabundance and relative efficient and balanced growth) for an industry. Meanwhile, forecasts based on an economic market analysis can be a source for imbalances such as under-supply or over-supply of labor. Such an unbiased analysis on the most common subjective for economic fluctuations of supply and demand for manpower. These approaches can play particularly security threat

# The Development Of Manpower Modeling Optimization A

**L Darling-Hammond**



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**Federally Supported Mathematical Models** Gary Fromm, William L. Hamilton, Diane E. Hamilton, 1975 **Statistical News** ,1980 Developments in British official statistics **NASA SP-7500** United States. National Aeronautics and Space Administration, 1982 **Computer Simulation, 1951-1976** Per A. Holst, 1979 Regional Development in the USSR--modelling the Formation of Soviet Territorial-production Complexes Mark Konstantinovich Bandman, 1985 *Management Science* ,1976 Includes special issues The Professional series in the management sciences *Large Scale Systems* H. P. Geering, M. Mansour, 1987 **The Job Analysis Handbook for Business, Industry, and Government** Sidney Gael, 1988 **Computational Systems Analysis 1992** Achim Sydow, 1992 Extended tools for analyzing and understanding complex systems and their applications in natural management engineering and social sciences are topics of the 4th International Symposium on Systems Analysis and Simulation held in Berlin August 25 28 1992 The development of simulation tools is very much driven by the tasks of systems analysis and at the same time by new architectures of computers like vector and parallel computers Such extended simulation tools support the modelling process itself as well as the

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