

International Training Programme on Manpower Research (duration 8 weeks)

Aim: To help participants acquire comprehensive knowledge about systematic research on Manpower.

Objectives:

- To understand the role of manpower as a critical resource;
- To familiarize with the needs and issues related to Manpower Research;
- To learn about the techniques and Methodology of Manpower Research;
- To develop a structure of Manpower Information System;
- To sensitize with the utilization of Manpower research for policy formulation; and
- To develop a Manpower Research Project.

Content: The programme comprises of following modules:

Module I: Manpower Research Issues, Concept and Methodology

- Role of Manpower as a critical resource
- Concept and Issues of Manpower Research
- Identification of Research Topics
- Data Collection Techniques
- Design of Questionnaire
- Planning and Managing Field Survey

Module II: Data Processing and Analysis

- Validation of Data
- Hypothesis
- Statistical Techniques
- Tests of Significance
- Software Packages for Data Analysis
- Report Writing

Module III: Manpower Utilization, Estimation and Forecasting

- Concept and Measurement of Employment, Unemployment and Underemployment
- Estimation of Manpower Demand and Manpower Supply
- Population and Labour force Projection

Module IV: Developing Manpower Information System

- Role and Importance of Technology Management Vis-à-vis Manpower Research
- Importance of Manpower Information System in Manpower Planning
- Development of Manpower Information System

Module V: HRD Aspects of Manpower Research

- Behavioral Aspects
- Leadership Skills and Qualities

- Effective Communication Skills
- Importance of Team Work for growth of an Organization

Module VI: Utilization of Manpower Research in Policy Formulation

- Use of Manpower Research in Employment Policies and Programmes
- Manpower Planning: Experiences of Developing Countries
- Linkages between Manpower Planning, Employment Planning and Educational Planning