

ABSTRACT

Manpower optimization is one of the critical factor in ensuring the success of a project implementation. Evidence has shown that optimized manpower utilization in a project environment sustains employee's motivation towards work and adds to skills variety of the employee. The use of manpower optimization techniques such as resource loading and resource levelling are being analysed in this study. The purpose is to bridge the gap in actual project implementation by recommendation of scholarly approach to a currently ongoing project in terms of manpower allocation and optimization.

The Project has been ongoing since the year 2010 and is currently in Wave 4, Cluster 2. Traditionally since Wave 1 of this project, the planning phase has been done fully only with the involvement of Company A Team (client), Company B and Company C Team (external consultants). An additional fresh set of scholarly outlook via resource optimization techniques are being utilized to add strength in optimizing The Project workforce and resource utilization for the upcoming project cluster.

Although The Project has a good track record in successful implementations, over the years there were a number of areas within the project that need to be revolutionized in order to maximize internal and external stakeholder's value, while keeping cost at optimum level. This is especially evident in all four work stream namely Functional-SSC, Technical-SAP HR, Project Management Office (PMO) and Change Management areas.

The end goal of this study is to inform the management on the areas within manpower planning scope that needs to be and could be improvised and provide recommendations to optimize the manpower but does not actually include the said process.