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Gap Analysis –evaluate the gap between the supply and demand analyses. The Gap Analysis identifies headcount and competency surpluses and deficiencies. From the Gap Analysis the following are derived: o Future Headcount Gap o Future Competency Gap The workforce analysis methodology is illustrated in the following table: October 7, 2011 . 2

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conducting your manpower analysis yourself, then you must be ready to first spend much time studying and researching about manpower analysis. The truth is that manpower analysis is a core HR job and it takes an HR expert to conduct a thorough job in this regard.

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comprehensive document that provides an executive overview of the mission and functions, organizational structure, workload, and manpower resources of a work center. It is the:

- Foundation for the manpower study.
- Reference point for data and manpower analysis.

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