

Sample Manpower Planning and Analysis

Statistics show:

**28 new members this year =
13 seniors four years from now**

28 New Members \Rightarrow 5 Disassociate

23 Freshmen Brothers \Rightarrow 4 Don't Return*

19 Sophomore Brothers \Rightarrow 4 Don't Return*

15 Junior Brothers \Rightarrow 2 Don't Return*

13 Seniors Brothers

**An Example
From a 70-
Man Chapter**

***Because**

their membership lapsed
they dropped out of school
they transferred
they resigned
they graduate because they joined as sophomores or
juniors
etc.

**HOW MANY MEN DO YOU NEED TO
REPLACE YOUR SENIOR CLASS?**

MANPOWER PLANNING

Chapter _____

Date _____

The following two items, a manpower analysis form and a case study, both relate to manpower development. First, let's look at how one chapter set its rush goal.

Chapter X is a 70-man chapter. They have 15 seniors and want to become the largest on campus. The largest fraternity currently has 90 members.

This chapter usually retains about 80% of its new members. Also, the chapter historically has about five members not returning to school because of grade problems, transfers, or lack of money.

The following analysis provides a rush goal.

Current Membership	70
(less) Seniors.....	(15)
(less) Attrition	(5)
Total returning membership.....	50
Plus recruitment goal 35 x retention rate of 80% = net result of	28
Returning membership + new members	= 78

In two or three years, following this goal-setting technique, this chapter will be the largest on campus.

Now it's your turn. Use the model below to do some manpower planning.

MANPOWER ANALYSIS

Current membership	_____
(less) Seniors.....	_____
(less) Attrition.....	_____
Total returning next year.....	_____

Manpower Planning

When developing plans for recruitment, set a goal to at least *maintain* chapter size. If your ambition is to become the largest on campus, you also need to plan for growth. When developing recruitment goals, you really need to set a *retention* goal. To do that, determine the percentage of new members you typically retain during their development.

Example

During your development program, you historically retain about 80% of your new members. If the recruitment goal is 25 men, your planning figure is 20 (or 80% of 25).

THE GOAL

Recruitment Goal (to be attained by _____ [date])	_____
X Retention rate	_____
= Results.....	_____
+ Members returning	_____
= Total manpower	_____

“Total manpower” is the figure to use for budgeting and planning. Will this figure allow you to at least maintain chapter size? Will it provide for growth?

Signed _____