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Factors to consider in proper management of Human Resource for an Aircraft Maintenance Organization

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In the corporate world the proper management of human resources is a crucial factor with respect to other organizational aspects. Apart from the other industries, the aviation industry depends on the proper base construction of human factors. In every industry as well as organizations, proper human resource management builds the path towards success. Human resources are the hardest resources to handle in any industry, due to its continuous changing nature. In order to reduce the cost of each task done by human resources, there should be an optimal Human Resource plan, which is neither merely profit biased nor product biased. In most Approved Maintenance Organizations it is a growing problem to create the best Human Resource plan for all tasks, which it encounters in doing maintenance.

This research is expected to identify the direct and indirect factors that most commonly affect human resource planning, and build the most effective Human Resource planning method by selecting the most crucial Human Factor that needs major changes to improve its effectiveness. Literature will be provided in finding suitable areas of human factors to develop. This will gather the pros of each model and build the optimal to an Approved Maintenance Organization with the least cost.

The aviation industry is a rapidly growing industry in which the human factor is a deviation from normal human resource management of other industries. Most of the errors which occur are based on human errors rather than machine or component errors. The prime target of this research being understanding the crucial factors that have a direct effect towards managing human resources, the findings have been developed up to a point of providing enhancements. According to the findings and enhancements, suggestions are provided for implementation in a Maintenance Organization, and the assumed outcomes provided with the respective insights on to how and when the implementations are required.

Key Words: Human Factors, Human Fatigue, Aircraft maintenance organizations.

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