HRD in Indian Small Sector: Issue and Prospective

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Abstract

HRD is dynamic and enthusiastic process of human resource management. The overall growth of the employees can be achieved by human resource development in the better way. Indian small scale sector is employing about 1114 lakh people. Such a big human power can be given a progressive direction with the use of HRD techniques. This process is designed to bring the behavioural changes in the manpower for attaining the desired level of competence for themselves and the organization for fulfilling the present and future needs. Government of India has considered the importance of HRD in the small industrial sector. The scope of human resource development is very bright in the Small and medium industrial sector of India. Small entrepreneurs of the country can enhance their abilities and skills in the exclusive way with the new human resource managerial practices of HRD.

Key words: Human Resource Development (HRD), Entrepreneurial Development Programmes (EDPs), Industrial Motivation Campaigns (IMCs), Entrepreneurship Skill Development Programmes (ESDPs), Management Development programmes (MDPs).

HRD

Human resources occupies prominent place in any organization. Working people at top, middle and lower level are called human resources. These resources include all the human beings working for the existence of organization like managers, supervisors, foremen and workers. Human resources (HR) have a great importance for all the two main type of sectors viz. large and small industries. Any industry cannot perform without manpower. Human resources are the blood for the existence of any industrial set up. Various resources are used for the smooth functioning of the industrial organization. Human resources are the most important among all the resources which are essential for the operations. Human resources operate and utilize all other resources in the set up.

HRD means human resource development. This is an organized learning process. This process is designed to bring the behavioural changes in the manpower for attaining the desired level of competence for themselves and the organization for fulfilling the present and future needs. This process motivates the people to work without any pressure and fear. The entire employees in the organization feel the sense of belongingness towards the industrial set up. In the concept
human resources are treated as human being not as the machines.

**Research Methodology**

The present study is a general study involving the analysis of the HRD concept with special reference to Indian small scale industries. In this paper, efforts have been made to highlight the need and importance of human resource development in the present and future times. Data have been collected for the purpose from the secondary sources. This study does not involve any case study. Ending part of the study includes concluding view which throws the light on the requirements of HRD in the Indian small industries.

**Indian Small Sector and HRD**

Small scale industrial sector of India is a vivacious sector. This sector is progressing day by day in all aspects. Small scale sector is labour oriented segment. These industrial units provide the employment to the large population. There is wide scope of human resource development in this sector. In mostly small units a single man plays the role of director, manager, supervisor, foreman and workmen. In this situation, the need of HRD in this sector is very essential. Following figure is depicting the manpower engaged in the Indian small scale industries.

**Figure 1: Employment in Indian Small and Medium Industrial Sector (In Lakh)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006-07</td>
<td>805.23</td>
</tr>
<tr>
<td>2007-08*</td>
<td>842</td>
</tr>
<tr>
<td>2008-09*</td>
<td>880.84</td>
</tr>
<tr>
<td>2009-10*</td>
<td>921.79</td>
</tr>
<tr>
<td>2010-11*</td>
<td>965.15</td>
</tr>
<tr>
<td>2011-12*</td>
<td>1011.69</td>
</tr>
<tr>
<td>2012-13*</td>
<td>1061.4</td>
</tr>
<tr>
<td>2013-14*</td>
<td>1114.29</td>
</tr>
</tbody>
</table>

*Projected

**Source: Annual Report-2014-15, Ministry of Micro, Small and Medium Enterprises, Government of India.**

In 2006-07 only 805.23 lakh people were working in the small industrial and in 2013-14 this figure has increased up to 1114.29 lakh people. This huge manpower can create
a unique picture of the industrial sector as like Chinese small industrial units, if a proper development is insured of these human resources. Indian small and medium industries are being badly affected by the Chinese products. Chinese units are manufacturing cheap products and are exporting to India. Efficient manpower can be considered important factors among the various factors behind this progress of Chinese industries. An effective HRD programme can enhance the ability, skills and efficiency of the human resources as following:

However all small industrial units cannot establish HRD system in the unit. But awareness by the Government and NGOs can be created among the small business enterprises about this concept.

Ministry of MSMEs is conducting various training programme in the country to enhance the skills and abilities of the small entrepreneurs. The main aim of these programmes is to make the small industry more competitive and create managerial skills in the workforce. Government has been strengthening the human resources employed in the small scale industrial sector through following main schemes:

(a). Entrepreneurial Development Programmes (EDPs): Under this scheme training to young entrepreneurs is provided for developing their skills in all respects to make them capable for establishing small units. Main emphasis in these training programmes is given on product or process design, manufacturing practices, quality control, selection of appropriate machinery and equipments etc.

(b). Industrial Motivation Campaigns (IMCs): One day campaigns are organized in this programme to motivate the entrepreneurs for establishing the small units under self-employment scheme. Up to the year ending 2014, the Ministry has
conducted 1310 IMCs and 81084 people have attended these campaigns.

(c). Entrepreneurship Skill Development Programmes (ESDPs): This programme has been designed to enhance techno-managerial skills and traits to skilled and semi-skilled workers engaged in small sector. Till December 21014, 1647 ESDPs have been organized by the authorities and 38425 persons have attended these programmes.

(d). Management Development programmes (MDPs): These programmes are conducted to enhance the decision-making power related to productivity of the small entrepreneurs.

Concluding View

Government of India has considered the importance of HRD in the small industrial sector. For making the industrial people skilled and efficient in the area of small industrial sector, Government has established following educational and training institutions in the country such as Entrepreneurship Development Institute of India, Gandhinagar, National Institute for Micro Small & Medium Enterprises, Hyderabad, National Institute of Entrepreneurship and Small Business Development, Noida. Hence the scope of HRD is very bright in the Small Industrial Sector of the country. Our small entrepreneurs can present their abilities and skills in the unique way with the new human resource managerial concept of HRD.

References