

STRATEGIC HUMAN RESOURCE DEVELOPMENT FOR SUSTAINABLE MSME GROWTH IN HYDERABAD, TELANGANA

¹Sandaa Praveen Kuma, ²Dr. Prasad Babu Jayanthi

¹Research Scholar, Department Of Management, J.S University, Shikohabad, U.P

²Supervisor, Department Of Management, J.S University, Shikohabad, U.P

sandaapraveenkumar@gmail.com drjp.edu@gmail.com

ABSTRACT

MSMEs perform a crucial function in India's financial scenario because they significantly contribute to business era, mechanical yield, and territorial improvement. But despite the contribution of MSMEs, one of the vital challenges faced is creating human assets effectively, which influences their growth and sustainability. This survey paper fundamentally examines the research findings of the role played by Human Asset Improvement (HRD) in MSMEs, with a special emphasis on Hyderabad, Telangana. The checked on investigation provides a quantitative approach toward the exploration of the relationship among HRD practices, employee training, power building, performance management, and key business outcomes, such as productivity, efficiency, and employee retention. The outcome further reveals the fact that positive HRD practices have a very strong tendency toward positively influencing MSME performance and, in turn, advancing gains in competitiveness as well as workforce stability. In any case, the consider also throws light on a few obstructions to HRD appropriation, for example, budgetary confinements, restricted get to to formal preparing programs, and a need of key HR arranging. Numerous MSME proprietors see HRD as an extra costly or maybe than an venture, which assist hampers execution. This paper synthesizes these discoveries to give a comprehensive understanding of HRD's impact on MSMEs and suggests approaches for further strengthening of HRD hones. Some key recommendations are subsidized preparing programs, improving access to monetary help for skill enhancement, and government-led activities that promote HR awareness among MSME owners. Further, developing partnership between MSMEs and the educational teach will fill the gaps in skills and create a more flexible workforce. Addressing these challenges will enhance HRD allocation by policymakers and commerce owners so that MSMEs can remain sustainable in the long run. This paper concludes the down-to-earth aspects of suggestions for HRD procedures, which stress that it can stimulate the development of finances, push forward commerce flexibility, and make economical business openings inside the MSME division. Do you need any refinements or extra details?



Keywords-MSMEs, Human Resource Development (HRD), Employee Training, Leadership Development, Performance Management, Workforce Sustainability, Business Growth, Skill Enhancement, Economic Development

I. INTRODUCTION

Miniaturized scale, Little, and Medium Ventures (MSMEs) play a significant role in monetary improvement, especially during work era, advancement, and the destitution lightening forms, to a great extent in creating economies (Ayyagari, Beck, & Demirguc-Kunt, 2007; Tambunan, 2019). MSMEs bear about 30% share in India's Net Household Item and around 45% in the sum sends out (Government of India, 2022). Apart from that, they give employment to over 110 million people, making them a backbone of both rural and urban financial development (Kumari & Rao, 2020). Hyderabad, the capital city of Telangana has emerged as an MSME hub by taking government incentives and strategies to foster entrepreneurial growth and fostering regional financial development.

Telangana State Mechanical Framework Corporation Despite the great role played by MSMEs, there are quite a number of challenges that negatively affect their sustained long-term survivability and performance. Human resources development is a fundamental issue, which directly determines the implementation and competitiveness of the trade (Bharati & Kumar, 2019). Human Resource Development is the ability to enhance both person and organization capabilities through professional development of abilities, knowledge and skills (Swanson & Holton, 2001). Investigate propounds that stimulating HRD practices of management

development, implementation management and workforce development positively relate to an improvement in the productivity, growth, and retention of a work force (Jha & Kumar, 2021; Wang et al., 2018). After all, though larger projects often implement well-written HRD plans, MSMEs face financial constraints, lack access to formal training programs, and lack proper HR planning (Gupta & Dutta, 2018). Many MSME owners perceive HRD as an added expense or perhaps than an investment, which restricts its implementation and effectiveness.



(Source: Guest et al., 2000)

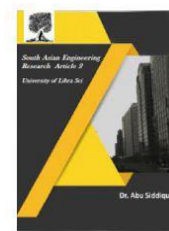
Fig 1:Hr performance model

II. RELATED WORK

Small and Medium Ventures Across the Globe

By Ayyagari, M., Beck, T., & Demirguc-Kunt, A.

In a broad worldwide view, it has broadly considered the commitments to MSME's on



the field of financial development, employment period, and other areas of their developments. Their importance was the consideration for highlighting HRD relevance for improving competitiveness as well as sustainability amongst economies.

. HRM Concern in MSME: MSME Cases from India

Bharati, P. & Kumar A.

It describes the critical issues of HR confronting Indian MSMEs, the inadequacies in fitness areas, problems regarding laborer maintenance, and fiscal constraints. In this respect, the authors urge the adoption of formalized strategies of HRD to develop competence in the workforce.

Human Resource Organization in Indian SMEs: Challenges and Opportunities

Authors: Gupta, S., & Dutta, K.

The paper focuses on the environment of HRM in Indian SMEs in which it throws up challenges as well as opportunities. A component of shrewd HR cutting during better execution of agents, motivating, and broadly speaking outcomes of exchange.

4. Effect of Human Resource Change on MSME Performance: An Exploratory Study on some initiatives taken in India

Authors: Jha, S., & Kumar, S.

This paper tentatively examines the positive connection between HRD sharpens and MSME execution. Revelations suggest that businesses contributing in laborer arranging and group advancement association extended efficacy and profitability.

Boundaries to Human Resource Progression in MSMEs: Demonstrate from India

Authors: Kumari, R., & Rao, P.

Key barriers to the use of HRD in MSMEs are financial constraints and inaccessibility to development programs for individuals. The authors suggested interventionist strategies to address such issues.

Fundamentals of Human Resource Development: An Interdisciplinary Approach to HRD

Authors: McGuire, D., & Garavan, T. N.

This textbook provides a balanced framework of HRD with more emphasis on agents' planning of roles, arranging execution, and organization's life cycle in an SME.

Human Resource Development Foundation

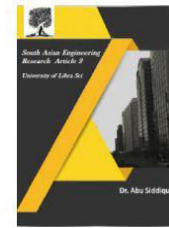
Authors: Swanson, R. A., & Holton, E. F.

A book of beginnings in HRD, this follows the center measures pertinent to different sorts of businesses, checking MSMEs. It provides theoretical pieces of information into workforce planning, inclination update, and HR planning.

Headway of MSMEs in a Making Country: The Indonesian Story

Authors: Tambunan, T. T. H

Summary This think around reviews MSME headway in Indonesia, drawing parallel with other developing economies. The explore



underlines the role of government courses of action in facilitating HRD initiatives.

Annually Report 2021-2022: Benefit of Littler scale, Small, and Medium Enterprises

Authors: Government of India

This government report tracks measures and exercises taken in India to chart courses of action for support to MSMEs. The report insists that HRD policies for commerce practicality be sensible and accessible.

III.PROPOSED SYSTEM

This is a framework indicating upgrading Human Asset Improvement (HRD) hone in MSMEs by focusing on an exhaustive system that will consider budgetary, key, and availability challenges confronted by such businesses. A framework incorporating such subsidized preparing programs custom-made to the needs of MSMEs, execution administration frameworks to equate worker improvement with trade locales, and worker maintenance procedures for catalyzing workforce solidness. Organizations with money related instruct would be authorized to offer money-related preparing and government workplaces to channel back arrangements for the money related. In like manner, MSME proprietors would be urged to contribute resources in significant HR arranging. Ties would be developed with instructive instruct to energize specialized aptitude improvement programs, and internship or apprenticeship openings would be created to give on work experience. Mindfulness campaigns calling for HRD as a first-level speculation area shall be

led by the government and technologies-enabled devices for HRD, including online preparation stages and HR analytics shall improve access to and the efficacy of labor force training. The continuous assessment in terms of using review and achievement measures will guarantee that the relevance and efficacy of HRD activities are assured with the development of a skilled and stable workforce

IV.IMPLEMENTATION

The application of the proposed Human Resource Change (HRD) system for MSMEs reflects an organized approach towards HRD needs and problems. To begin with, there will be needs assessment of it to get the specific HRD needs of the MSMEs in the region followed by the design of an appropriately custom-fit planning program coverage including training development, implementation organization, and also agent support. More cash-related offer assistance for these HRD activities can be garnered through affiliate relationships with financial educate and government allotment programs, making it more accessible for MSMEs. The Rightful ORCHESTRATION of key HR will be made advanced by creating propensity for consultancy organizations and HRD toolkits to be taken by MSME proprietors. Successorship with educator teach will result in customized planning programs and internships, bridging fitness hole in the workforce. The government-led mindfulness campaigns will now be redirected to promote HRD benefits, with triumph stories shared to impel other commerce proprietors. Online learning stages and HR analytics rebellious will be displayed to encourage MSMEs to track and move



forward their HRD sharpens. Standard input and influence examination will ensure that the HRD programs progress and remain reasonable in progressing MSME execution. These exercises will undoubtedly be practical and flexible through pilot programs and long-term financial models. Collaboration among accomplices, checking MSME affiliations, educator teach, and government bodies will be the keystone for this HRD framework's effective execution. This multi-faceted approach will ensure a developed, bolted-in workforce for MSMEs, with better productivity, growth, and performance.

V.ALGORITHM

HRD Needs Assessment Algorithm

This calculation is designed to assess the HRD needs of MSMEs by examining the current workforce capacities and transforms them with the commerce objectives. It outlines a differentiation identify some areas wherein planning and development programmes are needed to enhance workforce performance.

$$\text{Skills Gap} = \sum (\text{Required Skills} - \text{Current Skills})$$

Where:

- **Required Skills** is the list of skills needed for specific job roles.
- **Current Skills** is the list of skills possessed by employees.
- The sum of differences provides the skill gap to be addressed through HRD interventions.

2. HRD Gypsy and Budget Allocation Algorithm

This calculation optimizes the task of limited HRD budgets considering elements such as program cost planning, specialist spread, and expected return on investment. It makes a difference to make sure that MSMEs may

derive the optimum value from HRD wanders while staying glued to their fiscal constraints.

$$\text{Budget Allocation for Program} = \frac{\text{Program Impact Factor} \times \text{Available Budget}}{\sum \text{Impact Factors of All Programs}}$$

Where:

- **Program Impact Factor** is a value representing the program's effectiveness.
- **Available Budget** is the total HRD budget for the year.
- The formula ensures resources are distributed to programs with the highest potential impact on business growth.

3.Employee Execution and HRD Impact Appraisal Algorithm

This calculation overviews the impact of HRD programs on specialist execution by contrasting key execution pointers (KPIs) some time recently and after HRD move. It measures the critical impact of planning and progression on specialist effectiveness and commerce results.

$$\text{Performance Improvement} = \frac{(\text{Post-HRD Performance} - \text{Pre-HRD Performance})}{\text{Pre-HRD Performance}} \times 100$$

Where:

- **Post-HRD Performance** refers to the performance metrics after completing HRD programs.
- **Pre-HRD Performance** refers to the performance metrics before HRD programs.
- This formula calculates the percentage improvement in employee performance due to HRD activities.

4.Employee Upkeep Desire Algorithm

This calculation forecasted laborer support probability based on working out HRD, work fulfillment, and other affecting components. It is making a contrast MSMEs identify at-risk agents and apply centralized HRD strategies to advance retention.

RESULT

$$\text{Retention Probability} = \frac{1}{1 + e^{-z}}$$

Where:

- $z = \beta_0 + \beta_1(\text{HRD Participation}) + \beta_2(\text{Job Satisfaction}) + \beta_3(\text{Engagement}) + \dots$
- e is Euler's number (constant).
- The formula is based on logistic regression, where z is a weighted sum of factors (HRD participation, job satisfaction, engagement, etc.). The result gives the probability of retention.

5.HRD Practicality and Planning Program Prioritization Algorithm

This calculation ranks HRD programs in terms of their impact on specialist execution and exchange comes about. It places planning programs in a manner that MSMEs convey their resources to those programs that abandon the most hoisted return on investment

$$\text{Effectiveness Score} = \frac{\text{Improvement in Productivity} \times \text{Employee Feedback}}{\text{Training Cost}}$$

Where:

Where:

- **Improvement in Productivity** is the increase in employee productivity after the training.
- **Employee Feedback** is the average feedback score given by employees for the program
- **Training Cost** is the total cost incurred to run the training program.
- The formula calculates the effectiveness of a program by balancing productivity improvement and cost.



Fig 2:Nature of hrm

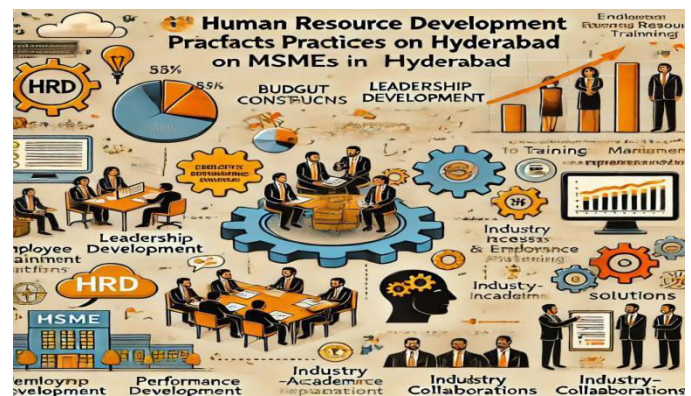


Fig 3:Human resource development



Fig 4: Effective Business Management

CONCLUSION

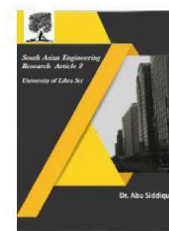
This study highlights the key gap of Human Resource Modification (HRD) in leading the growth and sense of Miniaturized scale, Small, and Medium Ventures (MSMEs) in Hyderabad, Telangana. The findings are exploratory in the form of a strong relationship between HRD practices like pro organizing, organization development, and execution management and positive commerce comes nearly, checking extended capability, adequacy, and administrator upkeep. In any case, in appearance detest towards of these benefits, MSMEs face core barriers to HRD implementation primarily because of cash related destinations and kept get to to formal orchestrating programs.

To address these factors, MSME proprietors will require knowledge in cost-effective HRD procedures to include computer-based learning stages and peer mentoring combined with on-job organizing. Besides, organisation advance should form a requirement considering the fact that an effective professional is required in commerce flexibility besides long-term change. Policymakers, on the other hand, carry a crucial divide in facilitating access to HRD

resources through provision of cash-identified motivational features, funding various forms of structuring programs and developing partnerships that combine industry alongside educator institutions. The divulgements of this think around contribute to the bigger composing on HRD and MSME overhaul in show disdain toward of the reality that publicizing down to soil recommendation to move forward the competitiveness of small businesses. Joining organized HRD sharpens into their operations enables MSMEs to form a proficient workforce, enhance advantage quality, and conclude movement logic. Future research questions would include imaginative HRD models for MSMEs, particularly for emerging markets. This would then fill in the gap between theory and practice in HRD. It would, therefore, ultimately reinforce HRD in MSMEs, which would not benefit only individual businesses but add to the common monetary development of Hyderabad and the past.

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