

A Study on Managerial Work Values in Micro, Small and Medium Enterprises (MSME)

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Abstract – Micro, Small and Medium Enterprises has an important part to play in shaping society's economy. Every country depends on its industry. The company provides the country with the necessary financial aid. Businesses, like large industries and small-scale industries, depend on their enterprises. The person responsible for successful business performance is called the entrepreneur and the skill, knowledge and attitude of the entrepreneur required to perform and achieve successful business results is his skill. Most international studies were conducted and a number of adapted studies were presented, which relate to competence and its Indian context relevant parameters. It has been found that in Una district and Himachal Pradesh, there are not enough studies on the subject. In the present study the main reason for the successfully running business in select MSMEs of Una district of Himachal Pradesh is to discover the entrepreneurial competence of entrepreneurs in particular, medium and medium sized industries in the given social and economic environment of the country. The small sector has emerged as a vibrant and dynamic Industry sector and has played an important role in producing, exporting and generating jobs for industries. The liberalization process and market reforms have opened up the small Indian sector to international competition. The government of India introduced an incentive regime for its upgrading of technology / quality and environmental management in order to strengthen the competitiveness of the small-scale sector. In addition, more industrial areas / properties in Una District still need to be developed to speed up industrialisation. The land parcels at concessional rates shall be provided to MSME entrepreneurs.

Keywords: Micro, Small and Medium Enterprises, Managerial Work Values, Una District, MSME Entrepreneurs, Skill, Knowledge and Attitude.

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INTRODUCTION

It is important to use the offered assets to the ideal degree to guarantee better ways of life for the individuals and to achieve continued development in any economy. For this, the distinguishing proof of present and future creation exercises that will empower to quicken agrarian, industrial and sectoral domain development in required as vital for any economy to accomplish progress. Industrialization has been perceived as synonymous to economic development. The hole in per capita pay between the developed and immature nations is generally credited to the aberrations in the structure of their economies where the developed nations are to great extent industrial economies, while the less developed nations are kept overwhelmingly to agriculture. The industrial sector which has a generally high minimal profitability expect importance in the possible accomplishment of a self-supported economy with proceeded with significant levels of venture and fast

pace of increment in pay and industrial business. Furthermore, the act of industrialization is related with the development of mechanical information, perspectives and abilities of industrial work. With experience of industrial administration and with different characteristics of an advanced society which thus are useful to hoc development or' profitability in agriculture, exchange and circulation and other related sector of the economy. As a result of these elements, any effective exchange of work from agriculture to industry before long adds to economic development'. The pace of industrial development relies on the quantum of capital assets and the accessibility of innovation. The opposition of industry, i.e., the overall portions of huge, medium and little ventures relies on the accessibility of the tasks required for a given line of movement. In this manner, there are sure lines of exercises which are solely more suitable for little scope as opposed to enormous scope tasks. Additionally, considering this work assimilation

limit, they are reasonable for a work copious nation like India. In an arranged economic development program, the presence and the job of little scope industrial sector can't be disregarded. Despite the fact that the sector has ordinarily been proffered for having greater business possibility with generally less capital when contrasted with other sectoral units however for their own endurance it has gotten important to utilize present day innovation.

REVIEW OF LITERATURE

Katyal et. al. (2015) The creators referenced that if there should be an occurrence of India, MSME sector has more prominent role for the general economic development as they have the ability to ingest low skilled workers who are in any case left jobless. This sector additionally encourages the individuals to become business visionaries who eventually are again ready to make work prospects in the nearby market. Such is the significance of these players who may assume a huge role on the off chance that they can maintain the business in a proficient way. Be that as it may, the genuine issue lies somewhere else. Because of restriction of assets, more often than not, it has been discovered that they are just over-burden with different occupations and less exertion is given for development of appropriate HR rehearses. Usage of HR practices will without a doubt advantage the MSME sector as it will assist with spurring the workers regarding different employment related viewpoints.

MSME Report on Skill Development, Government of India (2015) The report primarily centers around different skill development activities that the government of India is attempting to execute with the assistance of various partners. As the government is attempting to give more concentrate on this sector, the sectoral policy shows certain enhancements as far as skill development. The projects are intended to profit the individual labor powers just as business visionaries as both the gatherings are getting equivalent weightage as far as these activities

Leifel et. al. (2015) The creators called attention to that filling the empty situation in any association is the best obstacle as they frequently are not in a situation to get the labor who has a legitimate capability. As this has a direct outcome on intensity of the organization, this turns into a critical issue for a large portion of the associations. In the same way as other different industries all through the world, MSME units are additionally confronting major issues right now they frequently don't have the necessary skills and preparing offices for their representatives. As the world is moving, so is the taste and inclinations of the buyer. Along these lines, nonstop upgradation right now significant. Thus, getting qualified representatives for a specific activity must be accomplished by building up legitimate skill

development programs which has a direct market linkage.

Das (2015) The paper distinguished the viability of two projects, viz. National Skill Development Mission and National Rural Livelihood Mission to elevate the skill development activities of government to serve the urban just as provincial poor. These skill development activities essentially help them to leave destitution by presenting different sector explicit skill development programs. The expansion of occupation direction other than agriculture and casual sector will push up the acquiring and diminish the social and economic awkwardness that exists in the general public. These are the projects that can be actualized with the assistance of PPP model as government alone may not be in a situation to execute the equivalent with the assistance of its current assets. Thinking about the future market, these activities end up being viable whenever planned likewise.

Oyebola et. al (2014) The creators feature the issue why the young neglect to create specialized business enterprise much in the wake of getting satisfactory preparing for the equivalent. The examination brings up that the issue lies with the preparation program as it neglects to show them the details of enterprise. It neglects to prepare them administrative skills just as understanding the business condition. Alongside these factors, the other significant issue is subsidizing which is pivotal for any sort of undertaking. Consequently, an exertion ought to be made to investigate these viewpoints and the equivalent ought to be changed in such a way in this way, that it will assist the youthful business visionaries with starting their own business.

Dangi et. al. (2014) The creators talk about the changing role of ladies business people in the present socio economic condition. It has been seen that ladies regularly don't take an interest in direct business exercises and for the most part take part in indoor exercises. Be that as it may, with the changing economic situation and more noteworthy presentation to the external world, ladies are likewise approaching to go into undertakings and getting effective. This pattern should be fortified by giving access to preparing and development to ladies too so they can do well in their business.

Garg (2014) The creator features the developing number of difficulties that the Indian MSME sector is looking alongside the government policy contemplations. The article distinguished the hole to recommend that albeit different activities have just been taken however it isn't sufficient to meet the hole. Significantly after government mediations a portion of the significant holes identified with money and business tasks despite everything remain. Along these lines, unless and until a scaffold is made, the equivalent will most likely be

unable to address the difficulties that the sector is looking at present.

Sanghi et. al. (2014) The creators feature the skill challenges that the Indian casual sector is looking at present. Since a large portion of the MSME units are a piece of casual sector, this hampers the general growth prospect of the sector. Today, the most serious issue the casual sector is confronting is as far as accessibility of value labor. The absence of supply of skilled labor power in casual sector is predominantly because of poor instruction during the underlying periods of their life. Not just that, the absence of a connection of professional preparing with formal training framework is likewise another region which hampers the growth possibilities of workers in the casual sector. To dispose of this disease, the casual sectors should go under the domain of government programs and their business tasks should be sanctioned in a legitimate way. Alongside that the back end supply of labor ought to likewise be improved by executing the progressions that is important to improve the skills of the labor power.

DEVELOPMENT OF SMALL SCALE INDUSTRIES IN INDIA

In a creating country like India, the role and significance of small-scale businesses is huge towards destitution annihilation, employment age. Rustic development and making provincial equalization in advancement and development of different development exercises. It is assessed that this sector has been contributing about 40% of the gross estimation of yield created in the assembling sector and the age of employment by the small-scale sector is in excess of multiple times that of the huge scale sector. This unmistakably shows the significance of small-scale businesses in the economic development of the country. The small-scale ventures have been assuming a significant role in the development procedure of Indian economy since autonomy regardless of hardened rivalry from the enormous sector and not exceptionally promising help from the legislature. Utilizing the normal assets by utilizing a high request of gifted and masterful abilities through conventional handiworks, India has accomplished a position of pride on the planet. Be that as it may, with the approach of present day huge scale motorized industry, the burden of limitations on Indian exchange by the British rulers and crumbling financial conditions prompted the decrease of small-scale ventures. With the arrangement of a perpetual spot in the country's approach of economic development after the achievement of free, Small Scale Industries are on the way of progress and extension. A short perspective on the small-scale sector when autonomy is given underneath.

MSMEs IN DISTRICT OF UNA

In every sector of the economy, small and medium-sized enterprises play a critical role. Sustainable, long-term growth, dynamism, and employment are crucial. They are considered one of the main drivers of economic growth, which promotes private ownership and entrepreneurial skills. They generally employ the highest percentage of employees and are responsible for generating income. The economies of all countries depend on small and medium-sized enterprises. For any economy, they are the engine of growth. As the country expands its industrial base to address the challenges of the new millennium, the importance of the small and medium industry will become more significant. The importance of the SME sector can be seen from the fact that it makes up 8% of the country's GDP, 45% of its production and 40% of its exports. According to the quick forecast of the fourth All-India census of SMEs, it is estimated that approximately 26 million companies provide jobs for approximately 60 million people. Only ₹ 1.5 million (5 percent) of 26 million SMEs is registered, while the other ₹24.5 million (95 percent) are registered. The government distributions of SMEs indicate that over 55% of these businesses are situated in Una Himachal Pradesh district.

Himachal Pradesh's industrialisation is fairly new. The major obstacles in this process are the extreme climatic conditions, topographical and geological gravity. The key instruments of twisting industrial investment in the state are the monetary and fiscal advantages in such a scenario in the form of incentives and subsidies and the construction of suitable infrastructure. The state's industry has entered the start process with a diverse business base from rural and conventional handmade, cottage, micro and SSI units to the high-tech. Sophisticated Electronic Devices, Pharmaceuticals, Industries of Electronics and Food Processing etc.

In the last few years Himachal Pradesh 's industrialization achievements have been important. The industries of MSMEs are increasingly increasing in the state. Infrastructure development and ongoing initiatives by both State and Central Govt. In the last two decades, state industrialisation has gained additional momentum. In particular in Una District of the State, a large number of MSMEs have appeared, substantially altering the State's industrial scenario. The state experiences a boom in investment, mainly because of the friendly approach of the peaceful industrial environment investors, open and accessible management, effective tariff control, well-developed infrastructure.

Table 1 shows clearly that of the 36,874 small-scale registered industries in the State, maximum numbers of units were registered with District

Kangra, and 12.07% of the total registered units within the State were registered with the District of Solan. But in District Solan there have been greater growths in the registered industries in the state over the past three years. Moreover, Solan has been the largest employer in the District with 25.75% of the total workforce in terms of the job area. The investment statistics indicate that the mass effect of industrialisation is in the Solan area. The maximum investment in the Solan district was 60.80% of the total state investment, followed by the Sirmor district by 15.76%

Table-1 District-wise number of Units and Employment and Investment status of MSMEs Industries in the Himachal Pradesh

Sr. No.	District	No. of Units	% Age to total	Employment in numbers	% age to total	Investment (Rs. In Lacs)	% Age to Total
1.	Bilaspur	2252	6.11	8154	4.18	5727.95	1.38
2.	Chamba	1741	4.72	638	3.09	2877.93	0.69
3.	Hamirpur	2742	7.44	9884	5.07	5973.08	1.44
4.	Kangra	8821	23.92	38947	20.00	30093.59	7.26
5.	Kullu	2461	6.62	12913	6.93	5738.83	1.38
6.	Kinnaur	565	1.53	1767	.91	494.99	0.12
7.	Lahaul & Spiti	574	15.55	1583	.81	19.98	0.08
8.	Mandi	3757	10.19	15398	9.90	9864.78	2.40
9.	Shimla	3331	9.03	11946	6.13	6002.38	1.45
10	Solan	4450	12.07	54075	25.75	252132.36	60.80
11.	Sirmour	3022	8.20	18746	9.62	65362.45	15.76
12.	Una	3158	8.57	15431	7.91	30044.28	7.25
	Total	36874	100%	194882	100%	414633.21	100

Source: Govt. of Himachal Pradesh, State Industrial Profile of Himachal Pradesh, 2010-11.

INDUSTRIAL SCENARIO OF DISTRICT UNA

1. Existing Status of Industrial Area in the District UNA

S. No.	Name of Ind. Area	Constructed/Covered Plots	Sheds	Shop	Allotted Plots	Sheds	Shop	Vacant Plots	Sheds	Shop	Closed Plots	Sheds	Shop
1.	Ind. Area, Tahlilwal	184	10	3	182	10	3	2	0	0	0	0	0
2.	Ind. Area, Gagret	75	0	0	73	0	0	2	0	0	0	0	0
3.	Ind. Area, Mehipur	158	26	13	158	26	13	0	0	0	17	2	6
4.	Ind. Area, Amb	30	0	0	30	0	0	0	0	0	0	0	0
5.	Ind. Area, Jeetpur Behri	61	0	0	40	0	0	21	0	0	0	0	0
6.	Ind. Area, Basal	41	0	0	37	0	0	4	0	0	0	0	0

Source: Directorate of Industries, Govt. of H.P. 2015

2. Industry Glance at a UNA District

S. No.	Head	Unit	Particulars
1.	Registered Micro & Small Enterprises	Nos.	3,532
2.	Registered Medium Scale Units	Nos.	26
3.	Registered Large Scale Units	Nos.	6
4.	Employment MSEs Sector	Nos.	18,104
5.	Employment Medium Sector	Nos.	2,786
6.	Employment Large Sector	Nos.	897
7.	No. of Industrial Areas	Nos.	6

Source: Directorate of Industries, Govt. of H.P. 2015

1. Year wise Trend of Units Registered

Year	Number of Registered MSEs	Employment	Investment (Rs. In Lakh.)
Up to 1984-85	1406	5329	14383.65
1985-86	111	233	90.25
1986-87	123	287	17.1
1987-88	13	56	110.51
1988-89	4	34	54.8
1989-90	17	104	87.67
1990-91	40	112	165.76
1991-92	43	476	126.68
1992-93	50	171	60.19
1993-94	24	78	100.43
1994-95	27	110	100.36
1995-96	26	81	106.39
1996-97	84	343	267.62
1997-98	41	175	171.23
1998-99	36	221	191.56
1999-00	55	327	339.84
2000-01	51	240	198.37
2001-02	50	248	414.9
2002-03	47	254	274.92
2003-04	50	289	246.89

2004-05	92	563	526.31
2005-06	95	530	1197.67
2006-07	120	800	1535.55
2007-08	96	849	361.67
2008-09	110	607	261.99
2009-10	117	941	846.95
2010-11	115	1163	1064.8
2011-12	115	810	6740.22
2012-13	273	2223	19191.72
2013-14	70	198	10.98
2014-15	29	241	2315.02
Total	3530	18093	51562.00

Source: Directorate of Industries, Govt. of H. P., 2015

The Una district is the most advanced state district in terms of setting up MSMEs. As of 31/08/2015, the District had a total of 3558 micro-, small- & medium-sized enterprises created. In the bordered zone as Tahlilwal, Mehatpur and Gagrut, many of these companies have been set up. The maxima no. of the units of mechanical / engineering, chemicals, food processing, electrical & electronics etc. that have been registered with the State Industries department up until 31/08/2015.

2. Existing Micro & Small Enterprises in the District

Details of registered units established in the district until 31/08/2015 show that most units were established by the miscellaneous group and then were followed by mechanics / engineering, chemical products, food processing, electrical and electronics in the district respectively. With regard to jobs, the chemical, mechanical and electrical manufacturing, electronic and food industry has become the district's largest provider of employment.

3. Large & Medium Scale/Public Sector Undertakings

After the implementation of the Special Industrial Incentives Package, in the most developed Himachal Pradesh district, many large and medium-sized industries have developed. As of

31/08/2015, the district was operated by a total of 6 large and 26 medium-scale companies.

MAJOR ISSUES CONCERNING THE MSMEs SECTOR

According to its study, while Indians are a diverse and heterogeneous population, Indian micro-economic groups (MSMEs) are confronted with a certain number of problems, which are briefly listed below, although they are not organized by a population:

- Lack of availability of adequate and timely credit;
- High cost of credit;
- Collateral requirements;
- Limited access to equity capital;
- Problems in supply to government departments and agencies;
- Procurement of raw materials at a competitive cost;
- Problems of storage, designing, packaging and product display;
- Lack of access to global markets;
- Inadequate infrastructure facilities, including power, water, roads, etc.;
- Low technology levels and lack of access to modern technology;
- Lack of skilled manpower for manufacturing, services, marketing, etc.;
- Multiplicity of labour laws and complicated procedures associated with compliance of such laws;
- Absence of a suitable mechanism which enables the quick revival of viable sick enterprises and allows unviable entities to close down speedily; and
- Issues relating to taxation, both direct and indirect, and procedures thereof
- Lack of Social Security

A significant disadvantage of the MSME sector is that the unorganized sector has a predominant number (94%). As a result, a reliable and updated database is lacking and it hampers monitoring of development initiatives and the development of adequate schemes to meet the differing

requirements of the heterogeneous company profile. Access to equity and credit is one of the main problems faced by these companies. In most cases, the stock comes not from banking systems but rather from savings and loans made by friends and relatives. Very often credit comes from domestic savings or operations rather than from established cheap banking credit systems for working capital.

THE WORKING GROUP ON MICRO, SMALL AND MEDIUM ENTERPRISES (MSMEs) GROWTH

The Prime Minister formed a task force in 2009 to identify issues that hinder the growth of the sector. In addition, in May 2011, the Planning Committee set up a 12th Five-year Plan Working Group on MSMEs with 46 members of various Ministries / Offices, representatives of selected State Governments, industry associations, and NG Offices, with the Chairman of the Secretary (MSME). On 13 January 2012, the Working Group presented its report.

The Working Group classifies the issues relating to growth of MSME sector under six important verticals viz.

- i) Credit & Finance,
- ii) Technology,
- iii) Infrastructure,
- iv) Marketing & Procurement,
- v) Skill Development & Training and
- vi) Institutional Structure, to provide theme based focus while devising any strategy for the sector.

In order to support the growth of the MSM sector and also for the Khadi & Village industry and the Coir industry, the Working Group made several recommendations. Also, unorganized sector issues and unique areas / groups have been adequately taken into account during the implementation of any program / schema in excess of six key vertical components. The Working Group also noted that the National Manufacturing Policy plans to increase the sectoral share of manufacturing in GDP to 25% for the next decade and generate an average growth rate of 12-14% per year for an additional 100 million jobs in the manufacturing sector. The Working Group considers that achieving the NMP's focused growth would require a substantial increase in the rate of growth for the MSME sector in the 12th Plan compared to the current growth rate of 12–13 percent, as the sector is the leading production sector in the India, with its contribution of over 45% in overall industrial production. In

order to resolve critical bottlenecks facing the sector, this will entail the Quantum Leap in the business plan allocation during 12th Plan.

CONCLUSION

MSMEs Company has an important part to play in shaping society's economy. The MSMEs are the key to each country. The company provides the country with the financial support it needs to identify the path to growth. Businesses, like large industries and small-scale industries, depend on their enterprises. The person responsible for the company's successful performance is the contractor and the expertise, knowledge and capacity to succeed and achieve the company's positive results are called competence. Enterprise is one of the emerging business sectors. It goes from investments in few thousand rupees to a broad investment market and an unaccompanied business to big operations that generate many jobs. The main objective in this study is to evaluate the entrepreneurial skill required to effectively operate MSMEs. Moreover, most of the problems the MSME industry has to face are the authorities' knowledge and should begin to work on them. The fact that there are numerous literature on MSMEs' advantages for the economy is correct. Those include job growth, reduced income inequality, professional, semi-trained workers' production for continued industrial expansion, and a good breeding ground for business and executive talent whose vital scarcity is often an obstacle to economic development. The industrial incentive caused by liberalization has a significant effect on the development of studies units and the generation of jobs. The study also demonstrates that in Himachal Pradesh, a district of Una, there are ongoing economic difficulties such as industrial problems, highly restrictive and complex labor legislation, lack of skilled education, inflation of basic goods, and large fiscal deficits. Furthermore, the industrial units of the Una Himachal Pradesh district undergo low levels of quality management and do not recognize the need to compete with state-of-the-art technology. Advanced and codified management practices in Una Himachal Pradesh County are becoming more important.

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