

**Protagonist International Journal of
Management And Technology (PIJMT)**

Online ISSN- 2394-3742

Vol 2 No 6 (November-2015)

Abstract:

The main aim of this research paper is to study the HR practices in MSMEs and to identify the

innovative HR practices which can be adopted by MSMEs to improve their performance.

The challenge for HR managers is to identify and implement the HR practices which are most effective in MSMEs.

By using a survey method, this study aims to identify the HR practices which are most effective in MSMEs.

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“Innovative HR Practices for the success of MSMEs”

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Keywords: MSMEs, HR, Innovation, Organizational Culture

Innovative HR Practices for the success of MSMEs

Introduction

Innovative HR Practices for the success of MSMEs

-Dr. Anupama.K.Malagi

Abstract:

The micro, small and medium enterprises (MSMEs) are highly volatile in nature and take high amount of risk. This necessitates them to address the uncertainty by means of a committed and loyal workforce which can shoulder them in good and bad times. The challenge lies in attracting talent and then retaining that talent by providing an organizational culture which is professionally driven. By virtue of a leaner workforce, implementation of change management programmes is easier in MSMEs.

The HR faces the challenge of adhering to agreed policy norms which generally succumb to exemption from the owners. Further, HR also needs to understand that the owners do not want to feel that they lack decision making power due to change in HR policies. It is here that the HR professionals need to strike a balance between professionalism and the flexibility and responsiveness in order to steer the organizations towards success. This paper analyses the various HR innovations that can lead to change management and thereby ensure a sustainable future for the MSMEs.

Key words: MSMEs, HR, Innovations, Organizational culture.