PREFACE

Small and Medium Enterprises (SMEs) have been playing a dynamic role in developing the industrial sector and the economic system as a whole. It has assumed a crucial role in encouraging individual entrepreneurship and resource utilization to the optimum extent. At present the SME has proved its existence in almost all areas and all sectors of the economy. This is also reflected in the industrial economy of Assam. However it is also evident that Assam is still poor with respect to industrial development and many of its enterprises in both the small and medium sector is closed or in the verge of extinction. The major factor behind this degradation is believed to be the human resource factor which is a significant asset for any enterprise. Human resource practices adopted by small and medium enterprises are informal and rarely systematic in nature because of which it tends to reduce both individual and organizational effectiveness. The study aims at examining the major human resource practices, viz, recruitment, selection, training, compensation and motivation, adopted in selected Small and Medium Enterprises in Kamrup district (undivided) with special emphasis to training and development practices. Training and development programmes are an integral part of human resource management, which is also one of the significant factors affecting employee performance. The study takes into account small and medium scale enterprises separately as per the definitions of Micro, Small and Medium Enterprises Development Act, 2006. The study comprises of five chapters in all. Chapter 1 gives an introduction of the study including objectives, methodology, hypothesis, limitations and rationale. Chapter 2 provides an account of SMEs in India and Assam alongwith various policies and plans enacted for the development of this sector from time to time. Chapter 3 deals with an assessment of training and development practices adopted. Chapter 4 deals with results and discussions and Chapter 5 is dedicated to major findings of the study and proposed recommendations.

The study is expected to provide a clear view of the extent of human resource practices emphasizing on the training and development practices along with its role in organizational and employee effectiveness.

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Mrs.Darshana Goswami Deka