Chapter III
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REVIEW OF LITERATURE

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REVIEW OF LITERATURE

3.1. Introduction

In any research work review of literature is very much significant because it updates facts and helps the researcher to look at the problem in a clear perspective. Bhandarkar and Wilkinson have observed that “Frequently in the descriptive study is concerned with an area of subject matter in which explicit hypotheses have not yet been formulated. The researcher’s task then is to review the available material with an eye on the possibilities of developing hypotheses from it.” (1) Hence in this work HRD problems in the SSI units in Maharashtra brief review of published work has been undertaken in this chapter.

There are three basic benefits of review of literature, which can be noted below:

- Review helps to understand the status of the research problem in nutshell, which can also describe prevailing conditions at the time of undertaking the research study.
- The review can help to look back about the explorations made by earlier scholars significantly.
- The review helps to look at future by correcting the mistakes committed by earlier scholars.

In order to get benefits of all these points, in this work, review of literature was undertaken by conducting systematic fact findings chronologically. There is a need to understand the specific relevance of the review of literature, which has been explained below:
3.2. Relevance of review:

In the age of globalization, training is very important and SSI Units in Maharashtra are adopting various training methods to support their functioning. In Maharashtra 2012, it has been observed that small scale units in Maharashtra are getting training about quality improvement to various HR agencies and government is promoting them to get training.(2) Hence, this study has to be conducted in a long run perspective. He has further pointed that there are many barriers in quality improvement.. They are psychological, social as well as traditional (3)

Entrepreneurship begins from family. Entrepreneurship requires communication soft skills as well as awareness of quality and manpower development (4) In order to understand all these facts, there is a need to overcome different challenges in the age of globalization.

The relevance of study depends on quality, excellence and consciousness, which can be brought on the basis of alarming studies made by earlier scholars.

The whole range of study has aimed to cover development of entrepreneurship for SSI units. Further for EDP programs, economic discipline, creativity, as well as innovativeness are important qualities, and then only EDP can become social movement. HR problems in SSI units can be solved by making serious efforts of training. Entrepreneurship is something beyond self employment, which requires quality management perspective. Mass based approach for involving the people is needed in shaping the institution of SSI. The handicrafts, service industries like travel, tourism and health services must be developed properly.

Further SSI units require technology support. SSI units are using advanced technology for training purpose. SICOM has developed website
for SSI units problems. The principles of e-education have been used by SSI units to promote quality training.

In the new world, excellence can be achieved through advanced technology and that is the target of SSI units. Techno friendly development is possible by providing helping hand to young entrepreneurs.

3.3 Classification of Literature:

The available work can be classified in three groups:

1. Books

(A) Books on SSI units

1. Mishra R.P. (ed) “Rural Industrialization in Third World Countries” is a very useful book to understand the problems of SSI in developing countries. This book contained 13 articles by different scholars. In this book there is a article by B.K.Sharma on the topic “Rural industrialization in India”. Sharma has discussed pros and cons of the rural industries and finally he has opined that “Monitoring and evaluation are essential features of the rural industries program. It is well realized that the mortality rate amongst rural industries is high. Regular contact and vigorous follow up have therefore, been made an integral part of the implementation strategy relating to the rural industries program.”(5) Such insights are very useful for conducting this research work.

and various articles related to each section, these sections mainly cover different aspects such as Finance, Marketing, HRM, General Management, Information technology. The Section ‘C’ is on Human Resource Management, which contained 7 articles by different scholars. In one of the articles on “Changing Paradigms of HRM” written by Pradip Kale and others in which they have examined recent trends. The scholars have pointed that “‘Globalization market offer people greater opportunity to tap into more and larger market around the world, giving them access to more capital flow, technology cheaper imports and larger export markets.” (6) This has further provided new opportunities for the use and application of HR in small, medium and big industries.

3. Dharurkar V.L. edited a book “Inclusive Growth and Mass media”. This book contained 10 articles in which Dr. MeenaChandawarkar has written a paper on the topic Inclusive growth and HRD. She has pointed that “We have to develop inclusive policies for empowering our human resources. The social cross sections of women and weaker sections must be supported properly.” (7) SSI units can also get benefit of this change.

4. KhuranaNeeraj has written a book “Management Thinkers in Global World”. The said book contained 18 chapters in which the manager for tomorrow is a very significant article. In the said article he has pointed that “In fact, that management has a need for advanced education as well as for systematic manager development means only that management today has become an institution of our society.” (8) This approach is benefiting for this study.
5. **Khanka S.S.** has written a book “Entrepreneurial Development” There are six sections and 36 chapters. The book is very useful for the study of entrepreneurship in SSI sector. About small entrepreneurship the authority has pointed that “Export business is unlike domestic business in many respects.” (9)For SSI units export promotion can lead to prosperity.

6. **Gaonkar Rekha and Henriques Elizabeth** have written a book “Self Help Groups and Women Empowerment”. The book covered 9 chapters and at the end authors have pointed that “Overall performance of the micro finance and SHG programs in alleviating poverty and empowering the rural poor has been reasonably agreeable by many experts. It has been brought to the notice in many studies previously engaged that the rural poor have been able to gain clear access to management and controlling of their available resources and ensure development at the rural level in social, economic and political spheres." (10)This approach has helped to strengthen SSI units.

7. **Baijal V.M. and Yadhav Sunil Kumar** have written a book entitled “Recent Trends in Management Research”. The book contained 26 articles covering different aspects of commerce and management research. There are some articles related to HR and SSI units. About public policies it has been pointed that “It is important to promote entrepreneurs to take up their main role of spreading entrepreneurship and all the government departments must act as facilitators rather than controllers.” (11) This insight has been useful for the research work on SSI.
(B) Books on Human Resource Development

1. **Ranti Deb mitra** edited a book entitled “Human Resource Management”. This book contains three sections and 15 articles. In section III, there is an article by Ranti Deb Maitra titled as Metamorphic HR: Towards Competition and Efficiency” it has been rightly stated that “The process raises one of the most fundamental issues, confronting the business of today that is the changing dynamics of HR through enabling organizations on one hand to become more efficient and competitive is also encouraging HR today to be less sustaining and difficult to retain.” (12) SSI units are not exception to this.

2. **Truelove Steve** has written a book “Training and Development”. This book contain three sections and 12 chapters. Some of the chapters are relevant to the present topic. In the last chapter, an integrated approach training and development have been evolved. The author has concluded that “There are many forces acting upon the organization that require a constant willingness and capability to change and to improve. The role of the training and development function in achieving this is crucial.” (13) SSI units can also get benefit on these lines.

3. **Tripathi P.C.** has written a book “Human Resource Development”. This book contained 18 chapters, covers various aspects of HR. The last chapter organization development and effectiveness is key issues of the study. About total quality process, and application of ISO 9000, the scholar has pointed that “Japanese management gives top priority to the quality of its product. Its motto is to receive no defective component, make no defective product and pass no defective product to the consumer.” (14) SSI units can learn lessons from this study.
4. Rao T.V. has written a book “Readings in Human Resource Development”. There are four sections and 35 chapters. In the last chapter, Rao has observed that “Effective management of education systems depend to a large extent on effective management of its constituent institutions and in developing proper culture and self renewing capabilities.” (15) SSI units can also learn lessons from this philosophy.

5. Mathur B.L. has edited a book “Strategy for Human Resource Development”. The said book covers 10 articles by different scholars. It has covered different aspects such as need of HR, quality of work life, Strategy for HRD, HR in bank sector and industrial sector and new strategies ahead. About HR in Industries, it has been observed that “The progress and innovation are so fast that in absence of continuous training and development program, a number of the existing employees will be rendered obsolete and the country will run short of employable persons in future.” (16) The SSI units are not exception to this.

6. Varma M.M. and Agarwal R.K. have written a book on “Human Resource Development”. This book has contained 10 chapters covering topics like concept, approaches, and strategies, HR planning, organizational development, Management, Managers and executive development program, training and HRD, etc. The author has pointed that “Thus these points can be used for the development of SSI Units. Creative solutions are sought that provide benefits to both parties. Many labor management councils have been established with this objective in mind.” (17)

7. Mehta Basant and Kothari Kiran have written a book “Human Resource Development”. The book has covered 5 chapters and
appendixes also. There are different chapters such as plan of study, the concept of unemployment, implementation and progress of PMRY etc. There is a special chapter on case study of PMR. The last chapter is based on conclusion and suggestions. The author has observed that “To undo the problem a ‘raw material depot’ should be established in all blocks of the country to supply adequate quantity of qualitative raw material at genuine price to these entrepreneurs.” (18). Such arrangements for requirements of SSI units can be explored by the Industrial Development Corporation.

8. Singh U.B. has written a book “Human Resources Development”. This book contained seven chapters mainly highlighting background, layout of the study, maintaining the role and relations, developing organizations, individual, inter intra relations etc. He has observed that “It is essential to have a separate HRD department to nurture and develop human resources in the group.” (19) Such dimensions have been useful for the present work on HR problems in SSI units.

9. Dudeja V.D.’s book “Human Resource Management and Development in the new Millennium.” contained 13 chapters covering various dimensions such as HRM in new millennium, new dimensions, impact of globalization on HR training and development, industrial strategies. This book has been very much useful for the present work. In the chapter on industrial relations, the author has noted that “The concept of industrial relations has been extended to denote the relation of the state with employers, workers, and their organizations. The subject therefore, includes individual relations and joint consultation between employers and the workers at their place of work, collective relations between employer and their organizations and trade unions, and the part played by
the state in regulating these relations.” (20) Such ideas have been useful for the present work.

10. **Mathur B.L.** has edited a book “Masterpieces of Management thoughts” In the volume No. II, there are 15 articles on HR development. In one of the articles, there is an article on Management development and training in personnel profession in 21st Century written by Parida S.C. and Rath B.P. and G.C. Patro. In the said article, the authors have pointed that “The thrust would be on total integration of the human resources in the achievement of organizational objectives as well as social goals.” (21) This is useful for SSI training.

11. **Fhale Anil** has written a book “HRD in Newspapers”. The book contained 7 chapters, namely the concept, research design, HR in media, the viewpoint of media magnets, the nature of HR in newspapers, diagnosis of the problem, and new model. In the last chapter, the author has pointed that “If properly trained and directed the man power in print media can be a tool of social change.” (22) Thus this case study is useful for understanding HR in SSI units.

(C) **Books on Other related areas:**

1. **Patil V.T.** has written a book titled as “Quality assurance in Higher Education” In this book there are four chapters, which touch different aspects of training, such as philosophy of training, Indian semester system, CBCS, evaluation of program. The book has also seven appendixes. In the last chapter, Dr.Patil has pointed that “Indian Universities sooner or later must adopt a comprehensive system of grading.” (23) Quality in education can lead to quality in SSI Units. Hence, this background is useful for the study.
2. **Krishnamurthy G.R.** has edited a book “Role of women in agriculture development: Perspectives and challenges” The book has covered 18 articles. Agriculture being the base of Indian economy, this book is useful for understanding Indian agriculture. In the article G.R.Krishnamurthy pointed that “creating and evolving social and institutional framework for female participation in agriculture is something fundamentally related to our property laws, our wage laws, our way of thinking and out type of technology, our development philosophy and our ethos of empowerment ideology. Hence, an integrated concerted, comprehensive and multi dimensional approach is needed.” (24) In SSI development also women’s participation can help a great deal.

3. **Murthy M.R.**’s book “Human Behavior and Personality Disorders” contains 9 chapters, covering topics like study of human behavior, emotion, treat, anxiety and hostility, shyness and feelings of inferiority, personality and the parent child relationship, crisis and failure in ego development, development of conscience, conscience and guilt, psychoanalytic approaches to personality development etc. About approaches to personality development, Murthy has observed that “Drives related to the ego are not merely modified social derivations of instinctual impulses but are not continuous products of social experience.” (25) These approaches are useful for understanding HR problems in small scale industries.

4. **Gaur K.D.** (ed) has written a book “Dynamics of rural development”, contained 17 articles on different aspects. For small scale industries proper credit supply and banking support is very much needed and RenuTyagi has written an article on “Impact of Regional Rural Banks on Rural Economy.” In this article, RenuTyagi has pointed that “Regional
rural banks have succeeded to a large extent in taking banking services to
the door steps of rural masses, particularly, hitherto unbanked and under
banked areas. These banks have given a major amount of credit for rural
masses. They have proved very progressive. There is enough scope of
new branches and more credit for the rural development.”  (26) This
paper has proved most useful for this research work.

5. Rassekh S. and G.Vaideanu’s book entitled “The contents of
education” is useful for training purpose. There are 10 chapters in this
book covering sources of development, population growth, economic
changes, socio political changes, cultural changes and science progress,
world problems, the internal dynamics of education, towards new
contents, current development, future prospects, path of innovation. In
this book the authors have pointed that “The education and training
system needs to be seen as a part of the network of complex interactions
that binds it to society as a whole.” (27)This book is useful for SSI
training.

6. Kulkarni M.G. has written a book “Problems of Tribal Development”.
In this book there are 10 chapters. The said book contains a note on art
and crafts of tribal’s. (28) The said detailed note is most useful for the
study. Such details are useful for the studies of SSI units.

contains 18 chapters. The rural sociology provides insights for various
developmental activities. The study of SSI can be conducted in
sociological perspective. Sharma has observed that “The rural society is
changing in a faster manner in agriculture, industries”. There are many
problems which can be tackled by adopting sociological perspective.”
(29)This insight is useful for present study.
8. **Lakshmi S.** has written a book “Innovations in Education” which is useful for SSI training. In this book there are 8 chapters covering various aspects of innovation, the concept, content, experiment, psychological factors, national trends, innovations in schooling and training, community improvement. About community improvement, it has been observed that “The provision of properly skilled teachers for the implementation of the programs of socially useful productive work is of the utmost importance.” (30) Similar excellence in SSI units is the need of the time and the same will be examined in this study in a proper perspective.

9. **Nancy Flynn** has written a book “The e-Policy”. The book contained 21 chapters, and six appendixes. The book has different sections such as e-risk, e-management, Using cyber insurance, use of internet, e writing policy, e business writing, e crisis and way out, and finally there is a chapter on e-policy. E-policy violators have to face disciplinary action.(31) This book is useful for SSI Units in the cyber age.

2. **Dictionary /Reports:**

1. **GOI, “India 2013”,** is an annual report published by I and B Ministry. This report contains 32 chapters covering major areas of national development such as land and people, agriculture, industries, finance, commerce, rural development and dairy development as well. About small scale industries, it has been pointed that “They also play a key role in development of economies with their effective, efficient, flexible and innovative entrepreneurial spirit.” (32) Such details are useful for the instant research work.
2. Volkov M.I. has edited “A Dictionary of political economy”. It has been pointed that “Industrial capital has been advanced for producing surplus value and which functions in the sphere of material production. It is the principal form of the capitalist elections dominant in bourgeois society.” (33) There is a note on industrial capital. It has been pointed, that SSI Industries also require capital support and this information is useful for the study.

3. Government of Maharashtra has published a report entitled “Human Development 2002”, which is a unique one. It has covered 9 chapters and 6 appendixes which cover different aspects such as economic development, health education, gender growth and future perspective etc. There is a special chapter on growth and human development. In this chapter it has been pointed out that economic development and human development are related to each other. Health and education are two important factors in growth of human development. (34) The report is useful for the study of SSI units.

4. Dastane Santosh has written a report “Maharashtra 2012”. It is a year book containing various details. There are 18 chapters covering various aspects of development. There is a special chapter on Industrial Development in the said report. The author has stated that there is a continuous rise in industrial development in the backward region and these indicators have also led growth in total employment in the region.” (35) This aversion of the author is equally relevant to topic of our research.

5. Jadhav Tukaram edited and published an annual report “Maharashtra 2013”. There are ten sections in this book and there is a special chapter on Rural Development in Maharashtra” which also covers small scale
industries. About rural development, and also there is a chapter on industries which has given 13 tables. It has been pointed that the total investment in SSI units is 67,062 Crores and total employment provided by these sectors is 22.45. In this report the study of SSI in third census has been provided and it has been reported that there are 1,37,341 SSI units in the state, and most of them are concentrated in Mumbai, Pune, Thane, Nasik belt. Among all the SSI units, 72% belonged to personal ownership, 18% partnership. Typology of SSI units, it is noted that 91% of them are involved in assembling and coordination, 7% belonged to service sector and 2% belonged to repairs and conservation section. (36)

3. Journals:

1. Degloor College, Degloor, published a journal through its Department of Public Administration, Sept 2012, Vol. II, No. 2). The said journal contained an article on women’s empowerment and different schemes of economic development. This article is useful for women’s entrepreneurship and SSI development. In one of the articles by Ms. Deshmukh Manisha pointed that such development schemes have not reached to the marginalized women. If adequate efforts are made these schemes can be implemented properly.” (37) These inferences can help the research work undertaken by us.

2. Herminia Ibarra Mark Hunter “How leaders create and use networks” Harvard Business Review, January 2007. (38) This article is useful for the study of management leadership in SSI units, because managers, create network of relations, by doing so they establish their leadership.
3. Donald N. Sull and Dominic Houlder “Do your commitments match your convictions”, Harvard Business Review, January, 2005. (39) This article is useful to understand goal, mission and convictions of SSI Units, because SSI Units also requires value orientation.

4. Bruce Cryer Rollin Mc-Craty “Pull the plug on stress”, Harvard Business Review, July 2003. (40) This article is very much useful for stress management. SSI units also face the problem of stress and they can very well undergo the challenge of stress on the basis of HR training. This article is of great help for SSI managers.

**3.4. Limitations of earlier scholars:**

The present review has explained following facts:

- About the research topic, there is only one book written by Mishra R.P. entitled “Rural Industrialization in Third World Countries”.
- There are very few books on SSI units. Further there are no books on HR problems in SSI units.
- The HR books support theoretical frame to examine the HR problems in SSI units.
- The dictionaries and yearbook update about current data in relevant manner about SSI units.

The other relevant books on education, sociology, management, help to understand the problems in current focus. However, there is no single research work on HR problems in SSI units. Hence, this topic has been undertaken.

**3.5. Summary**

In this chapter, review of literature is undertaken. The available data has been classified in five categories, such as books on SSI units, books on
HRD, books on other related areas, Dictionaries, and annual reports and relevant journals. The literature was evaluated and need of the present study was properly highlighted. Thus this chapter has helped to pin point about the research work in a systematic manner. In the next chapter, status of SSI units in Maharashtra is explained.

References:


2. GOM, “Maharashtra 2012”, published by Govt. of Maharashtra

3. Ibid., pg-26

4. Ibid., pg-51


32. GOI, (2013) “India 2013” Ministry of I and B, New Delhi. Pg-593

