Summary of the Thesis

This study consists of six chapters. The first chapter introduces the concept of competency management and the rationale and significance of the study by arguing how it is relevant for solving the skilled manpower problem of Indian MSMEs. It gives background information on Indian MSMEs including their definition according to the MSMED Act of 2006, as well as a brief industry profile of MIDC Bhosari, PCMC area in Pune which has been selected for this research work. It then highlights the three types of employee competency factors: value-based organisational ‘core’ competencies, ‘functional’ and ‘leadership’ competencies. This is followed by a statement of the research problem and objectives of study and discussions on the scope of study and organisation of report.

Chapter Two summarises the survey of related literature pertaining to competency management and MSMEs. This is then followed by selection of the 15 relevant employee competencies for this study. Detailed literature review is given of MSMEs with reference to each of the competency factors, system of government’s institutional support for Indian MSMEs, and their performance measurement criteria. The chapter closes with a summary of all the reviewed literature in a tabulated form for easy reference and identification of the research gap.

Chapter Three shows brief industry details of MSMEs in Maharashtra state in India, then focusing on Pune region, followed by the automotive industry and finally the MIDC Bhosari industry details.

Chapter Four covers the research methodology used for this study which discusses hypotheses formulation, details of dependent and independent variables, type of study, population and sample designing, sample size determination, data collection methods with emphasis on survey questionnaire design including pilot study, validity and reliability tests, and finally the statistical tools and techniques used for data analysis in this study.

Chapter Five presents the details of both pilot and survey questionnaire data analysis. It starts with the details of descriptive statistics, reliability testing and test of normality.
Each hypothesis is tested by more than one means of non-parametric tests because of non-normal characteristics, logistic regression and factor analysis tests.

Chapter Six summarises the study in retrospect starting from restating the objectives and hypotheses, and the summary of procedures covering the statistical tools and techniques used. This leads to the significant part on major findings, conclusions and recommendations followed by limitations of the study and suggestions for further research in this area.

The report is supported by an exhaustive bibliography of approximately 230 references of books, journals, research papers, reports, web-sites and newspaper clippings. It also has a detailed list of annexures which elaborate on the questionnaire design, data collected for the pilot study, main survey, abstract of other research publications, impact of research, other participants in the study, and details of the study period and approximate cost of study.