

Sustainable Human Resource Development and its Impact on Private Companies in India with Special Reference to Karnataka

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Introduction:

Human Resource Development is the process of increasing the capacity of Human Resources through development. It is thus the process of adding value to individuals, teams or an organisation as a human system.

Human Resource Development is a system of developing in a continuous and planned way the competencies of individual employees, dyadic groups (supervisor and subordinate), teams and the total organisation to achieve the organisation's goals.

It maximizes the congruence between the individual and the organisational goals of employees and develops an organisational culture in which superior-subordinate relationships, teamwork and collaboration among various units become strong and contribute to the professional well-being, motivation and pride of employees.

Human Resource Development is a series of organised activities conducted within a specialised time and designed to produce behavioural changes (Leonard Nadler).

Human resource development is the across of increasing knowledge, capabilities and positive work attitudes of all people working at all levels in a business undertaking (M.M. Khan).

HRD is the integrated use of training and development, organizational development, and career development to improve individual group and organizational effectiveness (The American Society for Training and Development).

Review of Literature

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III. RESEARCH METHODOLOGY:

Major objective of the study:

Specific objectives of the study are:

To examine the objectives, features of Human resource development.

To examine the features of human resource development.

To examine the scope of human resource development.

To examine the benefits of human resource development.

IV. RESULTS AND DISCUSSION:

Objectives of the human resource development: in companies

1. The capabilities of each employee as an individual and present role and expected future roles of companies have been considered.
2. The harmonious relationship between employees and supervisors noticed and as a result of that Team spirit in companies observed.
3. The collaboration between companies The overall health and self-renewing capabilities which increase the capabilities of all stakeholders also be included present in companies.

Features of human resource development in companies

1. The companies believe that Human Resources are the most valuable asset of the organisation.
2. The emphasis is on the development and best utilization of employees.
3. In companies developing relationships based on help, trust and confidence promoted team spirit among employees in turn competency of employees have been enhanced.
4. In companies employees well beingness and work life balance environment observed.

Scope of human resource development in companies:

- Organization Development within the companies, Career Development
- Among employees, Training and Development promoted employees quality of work in companies.

Benefits of human resource development in companies:

- With the help of Human Resource Development companies are able to achieve higher productivity, establish better relations between employees and between employers and employees and as a result of good working environment companies are getting higher degree of profitability.

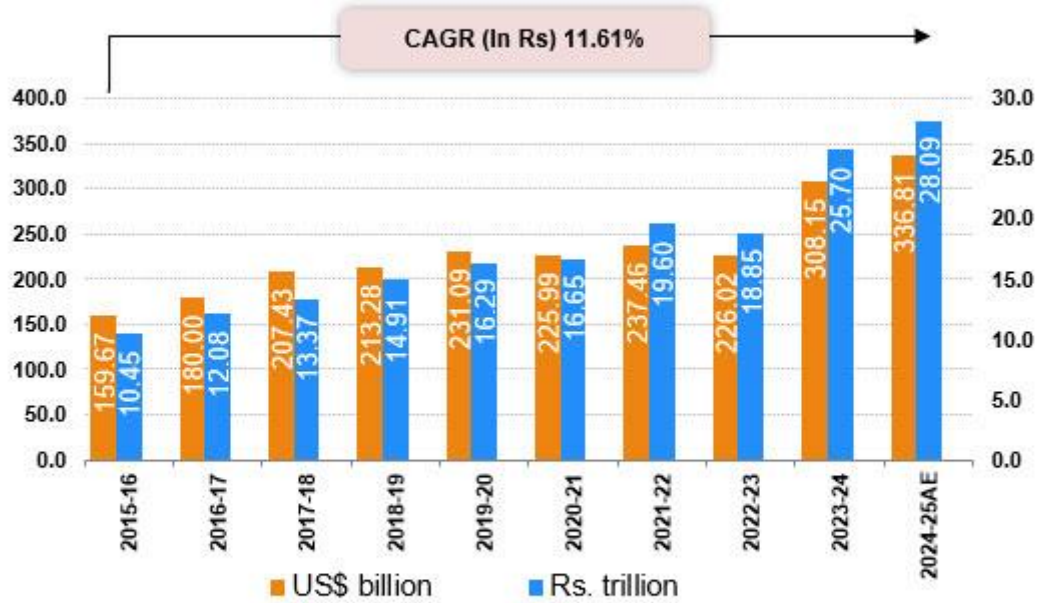
Impact of human resource development on the growth performance of companies:

All the development oriented issues among employees and between employers and employees enhanced the growth performance cum faster rate of development among companies.

Challenges of human resource development in companies:

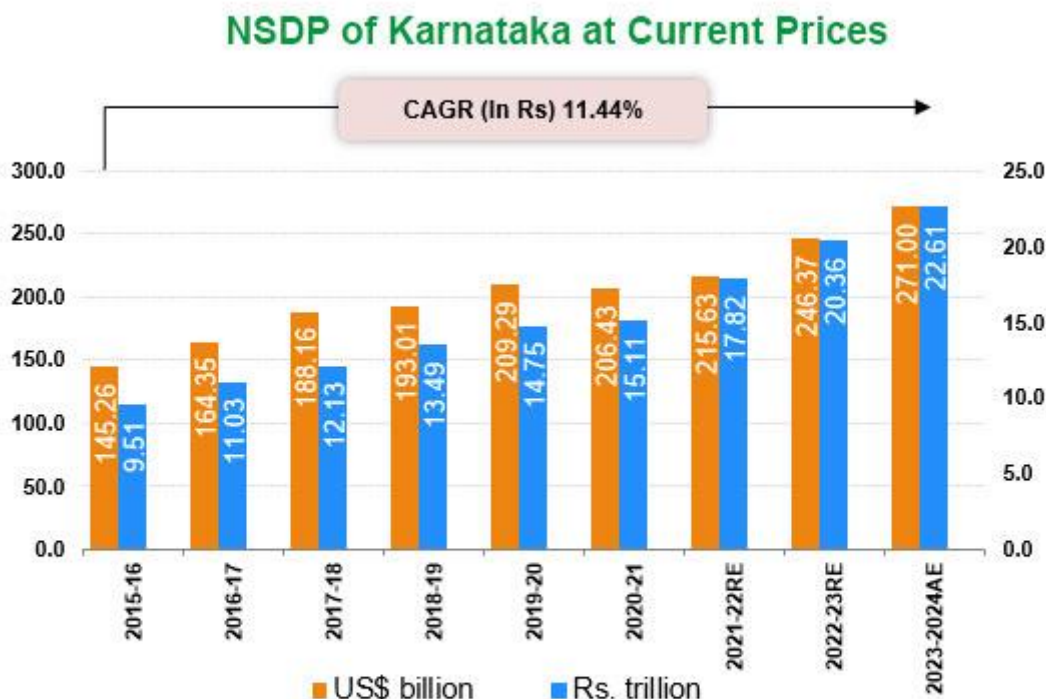
- Few Employees changing companies after few years , that will has its adverse impact on companies development.
- High level of daily competition from the companies which are producing similar products.
- Companies incur expenses to organize training programmes to enhance skill among employees and to enhance competitive strength in the modern era.

GSDP of Karnataka at Current Prices



Note: Note: Exchange rates used are averages of each year, E- Advance Estimate, BE- Budget Estimate, E-Estimate

Source: Directorate of Economics & Statistics of Karnataka, Central Statistics Office, Karnataka Socio Economic Survey 2017-18, Budget 2020-21



Note: Exchange rates used are averages of each year, AE-Advance Estimates, RE-Revised Estimates

Source: Directorate of Economics & Statistics of Karnataka, Central Statistics Office, Karnataka Socio Economic Survey 2017-18

Karnataka is in the southern region of India. It is surrounded by the Arabian Sea on the west, Goa on the northwest, Maharashtra on the north, Andhra Pradesh on the east, Tamil Nadu on the southeast, and Kerala on the southwest.

At current prices, Karnataka’s revised gross state domestic product (GSDP) was estimated to be ~Rs. 28.09 trillion (US\$ 336.81 billion) in 2024-25.

The state’s GSDP increased at a CAGR of 11.61% between 2015-16 and 2024-25.

Merchandise exports from the state stood at US\$ 26.63 billion in FY24, and US\$ 27.93 billion in FY23. In overall exports, sectors such as petroleum products, iron & steel and organic chemicals were the key contributors.

Export of electronic instruments from the state reached US\$ 4.6 billion for FY24.

Karnataka has a vibrant automobile, agro, aerospace, textile and garment, biotech, and heavy engineering industries. The state has sector-specific Special Economic Zone (SEZs) for key industries such as IT, biotechnology, engineering, food processing and aerospace. Karnataka is the



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IT hub of India & home to the fourth-largest technology cluster in the world. Karnataka is home to 34 operational SEZs, 61 SEZs with formal approvals and 50 notified SEZs, as of July 2022.

The state's total food grain production was estimated to be 143.55 lakh tonnes in 2022-23. Karnataka is also the third largest producer of plantation crops in the country. Sugarcane is the key crop of the state, with production of ~583.10 lakh tonnes in 2023-24.

Karnataka boasts of diverse flora and fauna and a 320 km natural coastline, which makes it a nature tourist's paradise. Tourist arrivals in the state stood at 81.33 million in 2021, compared with 77.45 million tourists in 2020.

Karnataka offers a wide range of fiscal and policy incentives for businesses under the Karnataka Industrial Policy 2020-25, with simplified procedures for investment. In September 2017, the government of Karnataka passed the 'Karnataka Electric Vehicle and Energy Storage Policy 2017'. In June 2021, the Karnataka government amended the policy to offer more impetus to the electric mobility sector. As per the amendment, a 15% subsidy was announced on capital expenditure on land value (fixed value assets up to a maximum limit of 50 acres of land).

Karnataka has a stable political environment and ranked third in terms of attracting private sector investments in India. According to the Department for Promotion of Industry and Internal Trade (DPIIT), between October 2019- June 2024, cumulative FDI inflows in the state reached US\$ 53.31 billion, the second-highest in India, after Maharashtra. In FY23, Karnataka was the top FDI equity inflow recipient in India, with a 24% share of the total US\$ 10.42 billion.

The Government is developing Hassan Airport at an estimated cost of Rs. 193.76 crore (US\$ 23.24 million) to operate ATR-72 flights, with a grant of Rs. 164.70 crore (US\$ 19.66 million) released so far, targeted for completion by 2024-25; Mysuru Airport is undergoing a runway extension with administrative approval for 240 acres land acquisition at a grant of Rs. 276.13 crore (US\$ 33 million) released so far; and Raichur Airport is being developed at a cost of Rs. 219 crore (US\$ 26 million), with a grant of Rs. 18.71 crore (US\$ 2.24 million) released after the Budget 2023-24, expected to be completed by 2025.

In December 2019, the New South Parallel Runway (NSPR) at Kempegowda International Airport became operational. This will enable the airport to handle around 35 million passengers per year. The airport became the first in the country to operate independent parallel runways, enabling aircraft to land and take off simultaneously on both runways.

As of May 2024, the state had an installed power generation capacity of 33,389.69 MW. Of this, central utilities contributed 4364 MW, private utilities (20179 MW), and state utilities (8,845 MW).

Of the total installed power generation capacity, 10,761 MW was contributed by thermal power, followed by nuclear (698.00 MW), renewable power (18,298 MW) and hydropower (3,631 MW).



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In April 2022, the government of Karnataka accepted Azure Power's expression of interest (EoI) to develop solar, wind, and hybrid renewable energy projects totaling 1,700 MW capacity at a cost of Rs. 13,300 crore (US\$ 1.62 billion).

Karnataka has seen significant growth in rooftop solar installations, surpassing 600 MW total capacity, but experts highlight the need for increased consumer awareness and state promotion of the Surya Ghar: Muft Bijli Yojna to fully tap its solar potential.

In May 2022, the Karnataka Government announced the new ‘Karnataka Renewable Energy Policy’ for the 2022-27 period. The policy intends to position Karnataka as a preferred renewable investment location and to build a sustainable and green energy-friendly economy.

The Centre in March 2022 approved two major road projects in Karnataka at a cost of more than Rs. 890 crore (US\$ 107.7 million).

Karnataka is set to launch a Rs 48,686 crore (US\$ 5.84 billion) long-term infrastructure plan for Bengaluru, aimed at transforming the city into a world-class tech hub, with projects including improved transportation, highways, and the Peripheral Ring Road to address traffic congestion and enhance economic growth.

Karnataka reached another milestone in terms of improving connectivity as the Shree Siddharoodha Swamiji Station in Hubballi now has the longest platform in the world. It is a 1,507-metre-long platform and was built at a cost of about Rs. 20 crore (US\$ 2.4 million).

The Karnataka government in November 2022 signed memorandums of understanding (MoUs) worth Rs. 1.29 lakh crore (US\$ 16 billion) were signed under the ‘Renewable Energy’ sector with Vedanta assuring Rs. 80,000 crore (US\$ 9.68 billion) investment, during the inaugural day of the three-day Invest Karnataka 2022–Global Investors Meet.

The Karnataka government and the British Council have launched four skilling programs—SCOUT, English Skills for Youth, Capacity Building Training for International Officers, and a Freemium Digital Library Wall—aimed at enhancing higher education, improving employability, and facilitating students' transition into the workforce.

The state is India’s largest software exporter, with electronics and computer software exports totalling US\$ 81.4 billion in FY20 and US\$ 70.9 billion in FY21, US\$ 91.8 billion in FY22. The export of electronics and computer software accounted for 85% share in Karnataka’s overall exports. In FY23, the software and service exports stood at US\$ 130.3 billion.

Karnataka is the first state which came out with an aerospace policy in the country. Karnataka Aerospace Policy has identified an investment potential of US\$ 12.5 billion in this sector during 2013-23 and plans to develop aerospace clusters in different regions of the state. In August 2022, the Karnataka government cleared the 'Karnataka Aerospace and Defence Policy 2022-27', which is expected to attract investments worth Rs. 45,000 crore (US\$ 5.48 billion).

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In May 2022, the Karnataka government signed an MoU with Israel-based ISMC Analog Fab Private Limited to set up a semiconductor fabrication plant in the state with an investment of Rs. 22,900 crore (US\$ 2.95 billion) (Karnataka state presentation, October 2024).

V.SUGGESTION,RECOMMENDATION AND CONCLUSION:

Human Resource development should be strengthened for the betterment of companies by Government and corporate sector. Then only it is possible to expect better results in companies.

Faster rate of development of companies surely favourable impact on the GDP growth rate of Indian economy and overall development of Economy and State domestic product of Karnataka Economy.

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