

## IMPACT OF HRM PRACTICE ON ORGANIZATION GROWTH: SMALL, MEDIUM & LARGE SCALE TEXTILE INDUSTRIES, IN M.P., INDIA

RAJENDRA SINGH<sup>1</sup> & NINA JAIN<sup>2</sup>

<sup>1</sup> Head School of Commerce, Khandawa Road, DAVV, Indore, India

<sup>2</sup> Assistant Professor, IPS Academy Indore, India

### ABSTRACT

*Organizational growth requires similar planning, effort, and work as it requires in starting a new company. Small business owners face a dizzying array of challenges and organizational elements that have to be revised during a period of growth. Maintaining effective methods of communications with and between employees and departments becomes ever more important as the firm grows. Similarly, good human resource management practices—from hiring to training to empowerment—have to be changed, implemented and maintained. Establishing and improving standard practices is often a key element of organizational growth. It is the owner's advance planning and management skills that will determine whether that growth is sustained, or whether internal constraints rein in that growth prematurely.*

*In this study, focus is on studying and analyzing the impact of HRM practices on the growth and development of the organization. Its main purpose is identify the prevailing HRM practices in small, medium and large scale textile industries and then to analyze the impact of these HRM practices on organizational growth of small, medium and large scale industries, in, M.P., India.*

*For reaching our goal we have collected information regarding HRM practice from 60 Textile industries considering variables namely Manpower planning, Staffing practices, Training and Career development, Performance Appraisal, Compensation and Incentive, Unionization, Team work, Employee participation and Working conditions which form exclusive part in measuring the prevailing HRM practices in M.P., India.*

*After this we were able to analyze the impact of these HRM variables on growth and development of small, medium and large scale Textile industries, in India.*

**KEYWORDS:** *Human Resource Management, HRM Practices, Textile Industries, Small Scale Industries, Medium Scale Industries, Large Scale Industries*

**Received:** Jul 04, 2015; **Accepted:** Nov 17, 2015; **Published:** Nov 26, 2015; **Paper Id.:** JHRMDDEC20151