

HR ISSUES IN SMALL & MEDIUM ENTERPRISES - A LITERATURE REVIEW

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ABSTRACT

The Small and Medium Scale Enterprises being very volatile in nature are always exposed to high degree of risk. It is therefore imperative for them to address the uncertainty in their environment with the help of the workforce around them. Due to a leaner work force structure, it is easier for HR to implement change management programs in SMEs. The HR faces the challenge to adhere to the agreed policy norms in SMES. HR also faces the problems to synchronize the goals of the promoter and the individual employee goals. This paper analyses the various issues faced by SMEs and various strategies which would help the SMES to be more resilient.

KEYWORDS: HR Department, Small Scale Industries, Personnel Planning