

## **Human Resource Practices Aimed at Enhancing Long Term Employability**

**Dr. Brototi Mistri**

MET Institute of Management BKC, Nashik, India

### **Abstract**

The study is to understand the importance of Human resources and employment in three major sectors Manufacturing sector, Agricultural sector and Tertiary sector. With transformation, growth and development it's only the human resources and their application of mind which is making it possible to move towards the development in business. Taking a few key examples of well-known Indian Companies like Reliance, Tata, and Birla. Key Practices have been identified such as Training and development, Appraisals, Compensation, ESOP and Recognition. It is important to not only Recruit the candidates but also to retain them for long term employability. So the purpose of the study is to understand what are the job opportunities available in these sectors and what good employee practices are followed by companies to care and retain the employees. HR plays an important role and face challenges how best they can include the human resources as a business partner. The companies those are really doing well are because of their people because they are all well trained and treated with dignity. This is a descriptive Research paper.

**Keywords:** Various sectors, Employment opportunities, Best HR practices

### **Introduction**

Estimated population of India is 1.39 billion people in India. The study is to understand Human resources and their importance in the day to day working in any company and what best practices are followed for Employability and Retention. Researcher has selected three sectors to understand the employment opportunities. Manufacturing Sector and Agricultural sector and the Best HR practices adopted by the companies for Long term sustainability. May it be quality production, good culture within the organization, services to their customers and stake holders nothing would have been possible without Human resources. Thus it has become an obligation to practice best employee relations for survival in cut throat competition. There are Employment opportunities in Manufacturing Industry, Agricultural industry and Service Industry. With constant growth and Development, growing Industries, growing population, growth in educated people, Indian Literacy Rate which has increased from the year 1981 -2021 is 74.37% followed by Bangladesh and morocco. 313 million in India are Illiterate, out of which 59% are women. There is 16.9% gap between the male and female Literacy because of cultural, social, economic factors. Unemployment rate from 1999 to 2020 estimated is 7.11%. As per 7<sup>th</sup> may 2021 report. The total number of graduates working in professional Roles are 73.9% and 87.7% graduates get a job. 3% graduates are unemployed and 15% are considered to be inactive is neither unemployed nor employed.

### **Objective of Study**

To study the Industries such as Manufacturing, Agricultural and Tertiary sector.

To Study the employment opportunities in these three sectors.

To study & suggest the Best HR practices for Long term employability and Sustainability

### **Manufacturing Industry**

Manufacturing Industry is converting the raw materials in the finished products with the help of Labour to do it either manually or with the help of machines. Manufacturing Industry gets the raw materials from the Agricultural sector and converts the same into finished products which is sold to the whole sellers, distributors, retailers and then finally to consumers and exporters. Manufacturing Industry on an average has huge scope for employment compared to other Industries. For the year 2021 as per studies through other sources. 9.7 % annual increase in the Industrial Manufacturing production so with this we understand there is huge requirement of Human resources. But as per the reports there is a marginal increase in employment. Sectors growing in India as per the 2021 reports Construction, Infrastructure Industry,

Health care Industry, Pharmaceutical Industries Tourism Industries and IT Industries, Manufacturing and Automobile Industries. Thus it is the positive sign for the aspirants to acquire their education in these area to get more job opportunities in future. It is predicted Manufacturing Industry in India is expected to reach US \$ 1 Trillion by 2025.

#### **Manufacturing companies in India are as follows:**

**Ultra tech cement Limited** it is the largest market for grey cement, white cement it is one of the Leading cement producers globally. Aditya Birla group has owned Grasim Industries and Ultra Tech is the subsidiary

**JSW Steel Limited** It was the single plant in the year 1982, it has become India's Leading manufacturer of Steel products. The company has plants in Maharashtra, Tamilnadu, and Karnataka.

**Grasim Industries Ltd** it is the flagship company of ABG. In 1947 the Aditya Birla Group started it as Textile manufacturing in India. Ultra tech cement is its Subsidiary ABG is the largest Cement Producer.

**Ashok Leyland Limited:** It is the flagship of Hinduja group. The Company is the 2<sup>nd</sup> largest commercial manufacturing Vehicles

**Mahindra and Mahindra Limited** It is the flagship company of Mahindra Group. The company manufactures range of SUV vehicles, two wheelers, sedan cars, construction equipment's. Best cars designed for rough and tough roads especially for farmers as well. Thus mobility products and farm solution provider

#### **Agricultural industry:**

The practice of Agriculture was first started by Egyptians. Approximately 10000 years ago the people were domesticating Animals, plants, hunting for food, surviving on plants, fruits and animal flesh for their livelihood. Slowly and gradually after Indian Independence Agriculturists started forming their communities and started comprehensive farming.

Approximately 58 % of the population in India is dependent on Agricultural Sector. In Agriculture there are 17 other sectors farming, agricultural equipment, fertilizers, pesticides, warehousing, cold chain, food processing, dairy market, floriculture, apiculture, sericulture, seeds, Fisheries, poultry, Animal Husbandry, animal feed, and Bio-agriculture. The Gross values which is added to the GDP of India is contributed from Agriculture, forestry, and Fishing estimated to 19.48 lakh crores. In 2020, 41.49 percent of the workforce in India were employed in **agriculture**, while the other half was almost evenly distributed among the two. Other **sectors, Manufacturing and Tertiary**. As per the records of 2021 there are approximately 16.9 million farmers and 157,778 traders registered till Feb 2021. Food being the main crops as well the cash crops and the demand for food will always be there. So Agricultural sector will always grow. With recent reports India ranks seventh worldwide as Agricultural exporter. Products worth US \$3.50 billion as on June 2020. Indian Agricultural, Horticultural and the foods which are processed are exported to approximately 120 countries. This shows Indian Agriculture is contributing majorly in GDP of Indian Economy. Thus this sector cannot be ignored. However the farmers are still practicing traditional farming less than 4% Indian farmers have adopted Sustainable farming .Agricultural Scientists can help the farmers in giving all the inputs regarding farming , farmers can be trained with scientific knowledge on farming , Scientists can guide the farmers by helping them regarding the soil health, nutrients, which crops would be best suited for planting depending on the soil type, irrigation required, Integrated paste of fertilizers , monitoring skills, as well the sensors can be connected with Land to read the whereabouts of the Land and can further guide the cultivator the climatic conditions, rainfall expected, so all these can definitely help the farmers for good production this in turn will create lot of employment opportunities to the local people in the nearby vicinity, incomes will be generated amongst the people, they can sustain their live in an better way..

#### **Agricultural Companies in India:**

**UPL Limited** it is the company engaged in Agrochemicals, Industrial Chemicals, Chemical Intermediates, Specialty chemicals, production of sale of field crops and vegetable seeds. It is the 5<sup>th</sup> largest agrochemical company in the world

**PI Industries** the Company was formed in 1946 as Mewar oil and General Mills Ltd the name was later changed to PI Industries. Its products range are domestic agriculture Inputs, insecticides, herbicides and fungicides.

**Bayer Crop Science** the Company is top global player. Its manufactures Products such as Fungicides, herbicides, insecticides, seed growth, plant growth regulators and crop efficiency products.

**Coromendal international** the company was formed in 1960. The company is leading in producing fertilizers. The company has total 800 rural outlets in 3 states in south and in Maharashtra in west

**Godrej Agrovet** it was founded in 1990 it is the part of Godrej Conglomerate. It is one of the top Agricultural companies. The company produces bird's feeds, animal feeds, Agro chemicals, poultry based products and Palm oil plantation

**Rallis India** It is the subsidiary of Tata Rallis. It produces a variety of Agricultural products such as seeds, chemicals, fertilizers and Pesticides

**Bharat Rasayan** the Company was formed in the year 1989, it manufactures technical grade pesticides formulations, and thus the company provides better solutions to the farmers it also provides, Irrigation facilities, Warehousing and cold storages. It produces the raw material which is formulated to pesticides

### **Best practices in both sectors for Long Term Retention and Sustainability**

**Recruitment and Selection:** It is one of the ongoing process and sensitive part for an HR executive to recruit the right person in the right place and at right time. The HR has to understand the Role of the person firstly and design his Job skills, job design, qualifications required, and additional skills. It is always best way to keep the expert in the panel while interviewing. It is always best to Recruit rightly rather than later blame game. Once he is a right fit the Aspirant will be able to meet the expectations related to his work. He can progress in his career, can be a value addition for a company. So right selection is very necessary.

**Training and Development:** It is always better to keep the employees upgraded with what is expected from them in terms of their work. Provide them training on continuous basis, make them perfect so that they are independent and can handle it all alone with much of Assistance. Employee's main goal is to develop oneself in their work and career. Train them to be a multi skiller

**Appraisals:** Explain them what is expected from employees set their goals accordingly in the beginning of the year, let them know what is expected from them, what is their Role, what is their responsibilities. Call their people talk with them, inform them what is happening, what is expected from them, how they should work it out together.

### **Employment opportunities in Manufacturing sector & Agricultural Sector:**

According to the statistics employment opportunities in Indian Agricultural sector in the year 2019 was 42.6% of the work forced were employed. As on July 2021 it reached to 1.12 Crore jobs in Agricultural sector thus it shows the potential of this sector. Aspirants must pursue the Agricultural degrees and master in it to avail the job opportunities. Job profiles in this sector are Agricultural engineers, Agricultural consultants, Agricultural Scientists, Agricultural Management, Horticulture engineers and Therapists and many more. Sectors with Largest Employments Are Local Governments excluding education and Hospitals for the year 2019 employments were 5,890,000. Full service Restaurants employment is 5,535,000 and General Medical and Surgical Hospitals, employment is 4,779,500. The sectors which will grow in next 10 years are Health care, Telecom, FMCG, Agriculture, Aviation, Banking and Automobile

### **Findings of the study**

There is a huge scope of employment opportunities in Manufacturing sector, Agricultural sector and Tertiary sector.

Aspirants must take their education in Agricultural engineering yet there is dearth of right people in Agro based Industries.

Best practices for Employee retention key companies such as Tata recently started with good fellow startups for youths, Aditya Birla Group believes in Appreciation and Recognition of their employees, HDFC Bank has a ESOP for retention of their employees, IT sectors etc. are already practicing it. Other companies must adopt the practices.

### Conclusions:

From the sources available such as Research papers, websites, blogs and articles the researcher understand the importance of Human resources. Without the Human resources nothing would have been possible. So it is necessary for the companies not to just merely recruit the people but to provide them with all those facilities which will attract them to stay in company for life time and work with dedication. Researcher also helped to know the importance of the various sectors and employment opportunities .so this paper will definitely help the future researchers to understand the scope of studies, help the youths to select the right path in education. With LPG unless the Human resources are valued and cared will be a challenge to the companies. Though the Study is about the best Human practices aimed at enhancing long term employability. The study reveals that there is a huge employment opportunity for all sectors in India which one has to understand so that they can choose the right path in education, jobs. It is also important for an HR to select the right candidate at the right time in their Companies. HR must implement and execute the best HR practices to meet their aims and objectives. Best Retentions programs, training to the employee, self-managed teams, include them as Business partners. HR Must design the HR Policies in a manner which is well defined and well executed. The purpose behind every employee is to work in a good work place is of utmost significance to help one grow with high moral, when we talk about good work place it all about transparency in communication, no biased behavior between Boss and subordinate, constant training programs, Recognition, Appraisals, Appreciation. It is being well said one who is Appreciated will perform must more than what is expected. Less disparities in distribution, equity amongst all. Employees must be treated with dignity and Respect. All should be included. Feelings of belongingness must be felt by employees. Thus these are the most important aspects and best practices which will definitely help the companies to not only retain people but also enhance their productivity, work culture, higher production, more profits, more incentives, better standard of leaving, meeting the competitive edge. Help to spread positivity not only within the companies but also within the community the Good will of the companies. Every employee take a pride working in good cultured companies.

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