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## Striving to Ensure Harmony in Manpower Growth and Productivity: A Mystery for Indian SMEs

**Siddhartha Shankar Pradhan**

Research Scholar, Department of Business Administration, Sambalpur University,  
Jyotivihar-768019, Odisha, India

### ABSTRACT

The solid humanitarian belief constantly advocates the values of manpower at work. Success and effectiveness of an establishment is significantly based on human values, knowledge, intelligence and human efforts. Conservative approaches of Indian industries, especially small and medium scale establishments are violating the doctrine of industrial altruistic approaches. Modern knowledge based workforces are well aware about their rights. Hence contradictory approaches and conflicts of interest are causing industrial unrest. Small and medium scale firms are failing to solve the problem with the look up productivity enhancement. Due to a small financial capacity most of the firms faces a great confusion; whether they will invest on manpower or invest on other resources. But usually they invest on other resources avoiding spawn of human resources. Such a scenario provokes workplace unrest and ultimately reduces productivity. This is an attempt to explore the mystery of Indian industries, with the help of empirical research at our regional industries.

**Keywords:** Workforce, Commitment, Productivity, Investment, Enterprises.