



## **A STUDY ON HUMAN RESOURCE DEVELOPMENT WITH SPECIAL REFERENCE**

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### **INTRODUCTION:**

Human Resource Development (HRD) is a multidimensional process aimed at enhancing the capabilities, skills, knowledge, and overall potential of individuals within an organization, institution, or nation. It is a strategic and planned effort designed to cultivate and harness the talents of people so they can perform more efficiently and contribute meaningfully to their organizations and society at large. In an era marked by rapid globalization, technological advancement, and fierce competition, the development of human resources has emerged as a key driver of growth, sustainability, and innovation. At its core, HRD involves a wide range of activities including education, training, leadership development, performance enhancement, career planning, talent management, and organizational development. It seeks not only to improve individual competencies but also to align these capabilities with the evolving needs of the organization or nation. The aim is to create a workforce that is adaptable, forward thinking, and equipped to meet current and future challenges. HRD is not limited to corporate or organizational settings. It plays a crucial role in national development as well, particularly in countries striving to improve economic performance, reduce unemployment, and raise living standards. Governments around the world invest heavily in human capital through educational reforms, vocational training programs, skill development initiatives, and employment-generation schemes. As such, HRD is closely linked to economic policies, social equity, and technological innovation.

The importance of Human Resource Development has grown significantly in recent decades, especially in knowledge-driven economies where intellectual capital is considered as valuable as financial or physical assets. In such contexts, the ability of a nation or company to train, retain, and motivate its human resources is often the key determinant of its competitive advantage. Furthermore, HRD also plays a vital role in enhancing employee satisfaction, reducing turnover, fostering innovation, and creating a positive organizational culture. This paper/study/report focuses on Human Resource Development with special reference to [insert specific reference—for example: the Indian IT industry, public sector undertakings in India, rural skill development programs, HRD practices at Infosys, etc.]. The special reference allows for a closer examination of how HRD strategies are being applied in a real-world context, the outcomes of these strategies, and the challenges encountered along the way.

### **NEED OF THE STUDY:**

- To know the employees job performance in the organization & their organizational opportunities.
- To know the importance of the organizational counseling among the employees,
- The training & development activities are how far useful to the employees human resource development in the organization.
- To identify the individuals to take advantage of future organizational opportunities.
- To study how the employees are utilizing the organizational path in the organization.

### **SCOPE OF THE STUDY:**

The study focuses on the employees human resource development offered by the Inventaa LED Lights Private Limited. It explores the benefits of employees organizational who have obtained from the Inventaa LED Lights Private Limited. Human resource development is a complex process of acquiring the knowledge, skills and attitude necessary for an individual to make work as a meaningful productive and satisfying part of life to the employees. The human resource development process requires continues planned activities including organizational awareness, exploration, decision making and educational planning. These activities are designed to maximize the capabilities of all learners to explore, to analyze option, to understand one own interest 2 and abilities, to select educational preparation for, gain entry to and to succeed in organizational choices throughout the life. The specific activity categories of human resource development are organizational pathways, comprehensive guidance and counseling, organizational awareness/exploration, organizational assessment and education development plans.

**OBJECTIVES OF THE STUDY:****Primary Objective:**

➤ A STUDY ON HUMAN RESOURCE DEVELOPMENT WITH SPECIAL REFERENCE IN INVENTAA LED LIGHTS PVT.LTD. , PALLIKARNAI, CHENNAI

**Secondary Objectives:**

- To identify the current employees organizational growth in the organization.
- To find out the importance of management attitude towards the employees human resource development at Inventaa LED Lights Private Limited.
- To find out the various factors that affects the levels of training impact in the organization.
- To identify the employee initiative towards the growth of the organization.
- To identify the relationship between employees and organization.

**RESEARCH METHODOLOGY AND DESIGN:**

Research means a systematic and scientific search for pertinent information on a specific topic. Research comprises defining and redefining problems, formulating hypothesis or suggested solutions, collection, organizing and evaluating data; making deductions and reaching conclusion; and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis.

**TYPE OF RESEARCH** In this study descriptive research design is used for testing. Descriptive research includes surveys and fact-finding enquires of different kinds. The major purpose of descriptive research is description of the state of affairs, as it exists at present. The main characteristic of this method is that the researcher has no control over the variables; he can only report what has happened or what is happening. The methods of research utilized in descriptive research are survey methods of all kinds, including comparative and correlation methods.

**RESEARCH INSTRUMENT** The research instrument used in the study is a 'structured questionnaire'. These are questionnaires in which there are definite, concrete, and predetermined questions relating to the aspect, for which the researcher collects data. The are presented with exactly the same wordings and in the same order to all the respondents.

**QUESTIONNAIRE DESIGN:** The structured questionnaire that were framed and designed consist of open end, close ended, rating and ranking, multiple-choice dichotomous questions.

**DATA COLLECTION :The two types of data used for the purpose of the study are:**

- Primary data
- Secondary data

**PRIMARY DATA:** Primary data means which is collected for the first time through issuing of questionnaire to the employees. **SECONDARY DATA** Secondary data means which is collected through websites, and personal discussion with company manager. **SAMPLING PROCEDURE** Convenience sampling has been used in this study. Convenience sampling is used for selection of homogeneous sample for the study. It refers to selecting a sample of study objects on convenience. It is a non-probability sampling Thus research study may include study objects, which are conveniently located. Research findings based on convenient sampling however, cannot be generalized.

**SAMPLE SIZE** Due to time and resource constraints a sample size of 120 is taken

**PERIOD OF THE STUDY:**

During the period the following steps were taken.

- Objectives were set and questionnaire was finalized
- Data were collected and recorded
- Data were analyzed and interpreted

**LIMITATION OF STUDY:**

- Time constraint is the main limitation of the study
- Many employees were not interested to take part in survey because of fear of top management.
- Personal bias cannot be excluded from the study.

**COMPANY PROFILE:**

INVENTAA LED LIGHTS WORKS INVENTAA LED Lights was founded with a vision to revolutionize the lighting industry by providing energy-efficient and sustainable lighting solutions. The company specializes in manufacturing high-quality LED lighting products designed for various applications, including residential, commercial, and industrial use. With years of expertise in the field, INVENTAA LED Lights has established itself as a trusted brand known for innovation, reliability, and cost-effective solutions.

The company manufactures a wide range of LED products, such as LED bulbs, tube lights, panel lights, street lights, floodlights, and industrial lighting systems, ensuring optimal illumination with minimal energy consumption. INVENTAA LED Lights follows strict quality control measures to deliver durable and efficient lighting solutions. Their R&D team continuously works on advancing LED 7 technology to enhance brightness, longevity, and eco-friendliness.

The company is committed to reducing carbon footprints and promoting sustainability through its energy saving products. INVENTAA LED Lights' success is built on its dedication to quality, innovation, and customer satisfaction, ensuring that its products meet international standards and market demands. **VISSION:** "To be a leading innovator in energy-efficient LED lighting solutions, delivering sustainable, high quality, and aesthetically superior

products that enhance lifestyles and contribute to a greener future." MISSION: "To innovate and provide high-quality, energy-efficient, and sustainable LED lighting solutions that enhance customer experiences while promoting environmental responsibility.

CERTIFICATIONS • BIS Certification: Ensures compliance with Indian safety and performance standards.

- ISO 9001:2015: Certifies a quality management system meeting customer and regulatory requirements
- NABL Certification: Validates that the company's testing and calibration labs follow international standards
- CE Certification: Confirms that certain products meet European Union safety and environmental standards
- MSME-NSIC Registration: Recognizes the company as a certified MSME, ensuring quality and competitiveness
- PWD Approval: Authorizes the use of INVENTAA's products in public infrastructure projects.

**8 QUALITY POLICY** INVENTAA LED Lights is committed to delivering high-quality, innovative, and energy-efficient LED lighting solutions that meet the evolving needs of customers. The company prioritizes precision, reliability, and sustainability in its manufacturing processes to ensure superior product performance and longevity.

**COMPAN HISTORY:** • 2016: Official Incorporation INVENTAA LED Lights was officially incorporated on June 20, 2016, in Chennai, Tamil Nadu, with a vision to provide high-quality, energy-efficient, and cost-effective LED lighting solutions. From its inception, the company focused on innovation, sustainability, and customer satisfaction, laying a strong foundation for future growth in the lighting industry

• 2017: BIS Certification – Commitment to Standards In 2017, INVENTAA LED Lights achieved Bureau of Indian Standards (BIS) certification for its LED products, ensuring adherence to the highest safety, performance, and reliability standards set by the Indian government. This milestone enhanced the company's credibility and reassured customers of the quality and compliance of its products.

• 2018: Expansion of Product Portfolio To cater to the growing demand for high-performance LED lighting solutions, INVENTAA LED Lights expanded its product portfolio in 2018. The company introduced over 1,000 models of outdoor lighting solutions, including streetlights, floodlights, garden lights, and industrial lighting. This diversification allowed INVENTAA to serve a wider range of customers, including residential, commercial, and industrial sectors, reinforcing its market presence

• 2020: ISO & ZED Certifications – Strengthening Quality Assurance In 2020, INVENTAA LED Lights obtained ISO (International Organization for Standardization) certification and ZED (Zero Effect Zero Defect) certification. These certifications highlighted the company's commitment to maintaining international quality standards, reducing defects, optimizing efficiency, and adopting eco-friendly manufacturing practices. By implementing globally recognized best practices, INVENTAA strengthened its position as a reliable and responsible LED lighting manufacturer.

**THEIR PRODUCTS:** ➤ LED polycarbonate series INVENTAA LED Lights offers an innovative and stylish LED Polycarbonate Series, designed to provide both decorative and functional lighting solutions. This series includes a diverse range of models, such as Viva Cute, Mini Olivia, and Globe PC, each crafted to enhance aesthetics while ensuring energy efficiency, durability, and superior illumination.

**LED Street lights:** INVENTAA offers a range of LED floodlights designed for various lighting needs. The floodlights are available in four models: ZEVA, YUKI, LUSTER, and COSTA. ZEVA features a sleek, rectangular design with a white frame. Yuki consists of multiple black floodlights with a sturdy frame, ideal for large-scale illumination. Luster includes compact, black floodlights with different wattages, making them suitable for versatile applications. Costa has a circular LED focus encased in a square black frame, designed for high-intensity lighting. These LED floodlights provide energy-efficient solutions for outdoor and industrial use.

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**LED Indoor lights** INVENTAA: offers a comprehensive range of LED indoor lighting solutions, designed to meet diverse lighting needs across residential, commercial, and industrial spaces. The company specializes in providing energy-efficient, high-performance LED lights that enhance visibility, reduce electricity consumption, and promote sustainability. 11

• **LED Garden lights** INVENTAA provides a wide range of high-quality LED garden lighting solutions, designed to enhance the beauty, functionality, and security of outdoor spaces. Whether for residential gardens, commercial landscapes, parks, pathways, or outdoor recreational areas, INVENTAA's LED garden lights offer a perfect combination of style, durability, and energy efficiency. With a commitment to innovative designs and cutting-edge technology, INVENTAA's garden lighting solutions are engineered to deliver efficient illumination, long lifespan, and low maintenance, making them an ideal choice for modern landscaping.

**NUMBER OF EMPLOYEES** INVENTAA employs 800 individuals, fostering a culture of dedication and teamwork to Achieve its objectives.

**INDUSTRY PROFILE:** Indian Lighting Industry is having a steady growth of over 10 percent in the last few years. The growth has remained consistent, even when there has been up and downs in many other sectors due to the slump in the recent past in the Western world. The consistent favorable policy by the Government of India is one of the major factors for rapid development of the Light Industry in India. The Government of India's policy of rural electrifications has created new demand besides infrastructural development covering urban housing, roads and other projects have also created new demand for lighting products. The innovative technology, which developed white light from LED, has changed the lifestyle of the people to a great extent. Consequently, it has increased the demand for LED light and other related products all over the globe; which has resulted a rapid shift in the manufacturing of new products by old and new enterprenuer.

It is reported that 20% of the total electricity produced all over the world, is consumed by domestic lighting users. However, by replacing the out of date incandescent, halogen, fluorescent lamps, etc with the modern LED lights, will reduce the consumption level of electricity to the level of 4% from 20%.

This grants us the opportunity to utilize the surplus energy in other sectors. Considering all the above facts, it is expected that the Indian Lighting Industry will continue to grow at higher rate per annum ranging between 13% and 15% until 2024. India has a population of above 1.2 Billion people, yet 0.3 Billion people in India are unconnected from the grid; implying they are not even allowed to be a part of the lighting industry's market.

However this is expected to change, and this large part of the India's population will be able to join into the market, causing a further rise in the demand for light & light related products. This change is supposed to take place as a result of the recent agreement between US and India, where the US Government has 14 agreed to invest \$4 billion into India's Energy Production. Prime Minister's project "Energy to All" shall seek to greatly increase the energy production in India, which will further have great potential to increase the market size of the India's Lighting Industry. Reports suggests that India's energy demand at the end of 2012 was 770 million TOE, but this figure is expected to have a drastic rise to nearly double; 1,500 million TOE in 2030.

This shows that energy production will increase, but based on the new Indian government policy (Reducing Carbon Emissions by 20 percent by 2020) the rise in production must go hand in hand with a cut in emission levels. This gives an additional opportunity for LED and other Green Light related products to shine. The report titled "India LED Lighting Market Outlook to 2019 – Next Wave of Growth Driven by Government Initiatives" provides a comprehensive analysis of the various aspects such as market size of India LED lighting industry by revenue generated and production volume and market segmentation by lamps, bulbs, luminaries, organized and unorganized and by utility. The report also covers the market shares of major players in LED industry in India, apart from the export import scenario in the market and statistics on pricing mechanism, future outlook and cost components of LED lights.

The LED market has emerged as one of the fastest growing industries in India. This industry has been majorly driven by factors such as falling prices of LED lights, increasing initiatives taken by the government and rising concerns with respect to energy conservation. LED market in India, which is hugely driven by increasing government initiatives, generated revenue to the tune of INR ~ million in FY'2024. The revenue generated by LED market in India has displayed a CAGR of 56.1% over the past 5 years. The market has evolved over the years, with South India and North India driving growth. However, low awareness with respect to LED lights continues to deter consumers from using LED lights. The major players in the LED industry are Philips, Osram, Bajaj, Havells and Syska LED lights among others. Philips held the largest share in terms of revenue generated in FY'2014 and held a market share of ~% in FY'2014. Philips was followed by Havells with a market share of ~%. Syska LED lights was the third largest contributor to revenue with a market share of ~%. 15 A number of facilities for manufacturing and assembling LED lights have sprung up in India over the past few years.

A number of facilities for manufacturing and assembling LED lights have sprung up in India over the past few years. A number of LED exhibitions have also been held in the country ever since the advent of LED lights. The government is also playing an important role in increasing LED penetration in the country with new initiatives such as Domestic Efficient Lighting Programm (DELP). The LED market is at a nascent stage in India, primarily due to low awareness regarding benefits of LED lights in the country. India has immense potential in the LED industry which is evident from the fact that the market has displayed a CAGR of 56.1% in the last 5 years. The market is expected to grow to INR ~ million in terms of revenue by 2039 Indian Lighting Industry is having a steady growth of over 10 percent in the last few years. The growth has remained consistent, even when there has been up and downs in many other sectors due to the slump in the recent past in the Western world. The consistent favorable policy by the Government of India is one of the major factors for rapid development of the Light Industry in India. The Government of India's policy of rural electrifications has created new demand besides infrastructural development covering urban housing, roads and other projects have also created new demand for lighting products.

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## REVIEW OF LITERATURE

H.Schien Academy of management Executives. The researcher Mr.H.Schien says that the term organizational/HR planning originated from a organizational counselor intending to convey two rather novel notions first that the time had arrived when we could and needed to assume greater personal autonomy over our individual futures, and personalities. Perhaps the major change in the organizational life planning is the nature of when, where, and how we choose development was primarily an event based and help to hazard task. The conventional wisdom was that we could make our organizational choice about the time we graduated from high school and than stick with it. The white collar track in a management or professional capacity. 20

- Thomas N.Garavan, Michael Coolahan Journal of European Industrial Training 1996 Review of literature on organizational mobility and considers its implication for human resource development practices within organizations. Focuses on individualistic & organizational perspectives & identifies a range of factors which facilitate or inhibit the mobility process. Identifies a range of human resource development implication including changing notions about what constitutes a organizational, the need to take into account business issues & the move towards joint organizational planning. Decides what they want from their organizationals now & in future. Examine individually, or long with their supervisors, their interests & ambitions

- A Content Analysis of Acculturation Research in the Human resource development Literature Matthew J. Miller mmill11@hotmail.com Andrew E. Kerlow-Myers The purpose of the present study was to highlight the importance of acculturation as an explanatory variable in human resource development and to provide an empirical review of acculturation research in the human resource development literature. Acculturation is a cultural variable that has been linked to a number of important human resource development outcomes for racially, ethnically, and culturally diverse populations. A review of 26 empirical acculturation studies in the human resource development literature revealed a number of positive trends such as an increase in the attention to acculturation within the literature and an improvement in the way the construct is conceptualized. However, results also indicated a number of limitations such as a disparity between conceptualization and operationalization of the construct and, at times, a lack of clear conceptual definitions of acculturation in the literature. Recommendations for research and practice are presented.

- Barbara White, (Lecturer in the Department of Psychology at the University of Liverpool, Liverpool, UK) MCB UP Ltd Reports on an investigation into the life span development of women who have achieved eminence within commerce, industry and public life. Presents results based on in-depth interviews with 48 highly successful women. Investigates the internal dynamics of women organizational.

Derives a stage model of the human resource development of successful women from an integration of data on work histories and non-work 21 family issues. Depicts schematically the amount of identity invested in each life role over time and the extent of the interaction between these roles over the life

span. The majority of successful women display high organizational centrality, working continuously and full-time, fitting domestic responsibilities around their work. Concludes that women are still expected to conform to a male model of organizational success.

**THEORETICAL BACKGROUND:** Introduction to Human Resource Development Human Resource Development (HRD) is a strategic and systematic process aimed at enhancing the skills, knowledge, and competencies of employees to meet both individual and organizational goals. In the context of organizations like Inventaa LED Lights Pvt. Ltd., Pallikaranai, Chennai, HRD plays a pivotal role in fostering innovation, improving productivity, and maintaining a competitive edge in the LED lighting industry.

- a. Theoretical Foundations of HRD Economic Theory The economic perspective views HRD as an investment in human capital, emphasizing that developing employees' skills and knowledge leads to increased productivity and organizational profitability.
- b. Psychological Theory Psychological theories focus on individual behavior, motivation, and learning processes. They highlight the significance of understanding employees' needs, attitudes, and aspirations to design effective HRD programs that promote personal growth and job satisfaction.
- c. Systems Theory Systems theory perceives an organization as an interconnected system where various components, including HRD, work synergistically. It emphasizes the need for aligning HRD initiatives with organizational objectives, ensuring that employee development contributes to overall system efficiency Discussion+2IvyPanda+2DynamicStudyHuB+2 and effectiveness.

#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	111.664 <sup>a</sup>	3	.000
Likelihood Ratio	139.150	3	.000
Linear-by-Linear Association	83.577	1	.000
N of Valid Cases	120		

a. 1 cells (12.5%) have expected count less than 5. The minimum expected count is 3.76.

#### FINDINGS:

- ❖ Nearly 66% of the respondents have agree that they having organizational opportunity in the Inventaa LED Lights Private Limited
- ❖ Nearly 43% of the respondents who working in Inventaa LED Lights Private Limited are Under graduates.
- ❖ Nearly 32% of the respondents have rated the perception towards organizational counseling offered by the organization as excellent in Inventaa LED Lights Private Limited.
- ❖ The researcher found that nearly 37% of the respondents are belongs to the age group of 31-35years in Inventaa LED Lights Private Limited.
- ❖ Nearly 86% of the respondents are Male in Inventaa LED Lights Private Limited.
- ❖ The researcher found that nearly 46% of the respondents are having experience of 1 2years in Inventaa LED Light Private Limited.
- ❖ Nearly 74% of the respondents are married in Inventaa LED Lights Private Limited.
- ❖ Nearly 49% of the respondents are not yet promoted in Inventaa LED Lights Private Limited.
- ❖ The researcher found that nearly 30% of the respondents are accepting that top authority & HRD professionals motivating employees to improve their organizational opportunities in Inventaa LED Lights Private Limited
- ❖ Nearly 46% of the respondents are agreeing that company offering adequate training to meet their employees job requirements in Inventaa LED Lights Private Limited.
- ❖ The researcher found that nearly 31% of the respondents having Technical skills are enhancing human resource development in Inventaa LED Lights Private Limited.
- ❖ The researcher found that nearly 55% of the respondents have Agreed that organization utilizing the employees skills in Inventaa LED Lights Private Limited.
- ❖ The researcher found that nearly 50% of the respondents are agreed that company offering adequate training to employees human resource development in Inventaa LED Lights Private Limited.

#### SUGGESTIONS AND RECOMMENDATION:

The following suggestions and recommendation based on the comprehensive survey made by the researcher for a project titled “A Study on Human resource development with special reference to Inventaa LED Lights Private Limited.”

- ❖ The management should motivate employees, so as to stimulate employee initiation towards job in the organization.

- ❖ Communication & interpersonal skills should be developed along with technical skills, so that employee organizational opportunity will develop.
- ❖ Employee should actively participate in all organizational counseling program to enhance their opportunities toward human resource development.
- ❖ The interaction between management and employees should be improved.
- ❖ The management should improve the reward system.
- ❖ The organization should develop organizational counseling program specially that need to enhance the organizational opportunities to the employees.

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## CONCLUSION:

The study concentrated on the human resource development prospects with special reference to Inventaa LED Lights Private Limited. This study has been conducted to find the factors that facilitate human resource development of employees and also find out the employees self interest towards human resource development program. Human resource development involves managing your organizational either within or between organizations. It also includes learning new skills, and making improvements to help in organizational growth.

Human resource development is ongoing, lifelong process to help you learn & achieve more in employee's organizational. It is concluded from the study that most of the respondents agree that they have good human resource development in the organization. The personnel policies of the organization facilitate employee's human resource development. Employees initiation will enhance the betterment of involvement in work as well as setting each other organizational goals. Better reward system will motivate employees to furnish their job with high quality. Most of the respondent agreed that organizational perspective and training conducted are good in Inventaa LED Lights Private Limited.