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A Framework for HR Metrics and Workforce Development at Havells Noida

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ABSTRACT :

India's industrial sector is witnessing rapid changes under programs like "Make in India" and "Atmanirbhar Bharat." Havells India Ltd.'s major investment in a new manufacturing site in Sector 10, Noida, provides a real-world example of aligning strategic HR practices with national development goals. This paper highlights how effective workforce management—including planning, training, digital integration, and compliance—can drive success in modern industrial setups.

1. Introduction

The manufacturing industry in India is growing fast, thanks to government support and private investment. In this context, Human Resource Management (HRM) has become a key factor in ensuring business success. Havells, a major player in the electrical goods market, is setting up a new facility in Noida that will employ thousands. This project requires not just advanced machines but also a strategic approach to people management.

2. HR as a Driver of Industrial Success

Havells' HR strategy is not limited to hiring. It includes workforce forecasting, training for specialized skills, aligning with labor laws, and promoting a performance-driven culture. The company aims to:

- Predict labor requirements based on production needs
- Map the skills needed for each job role
- Link employee output with business goals
- Build leadership at every level
- Ensure compliance with India's new labor laws

3. Building Skills for the Future

Given the technical nature of electronics manufacturing, Havells is collaborating with ITIs, polytechnics, and skill councils to train its workforce. The strategy includes:

- Pre-job training in electronics basics
- Safety and technical certifications
- Continuous learning through internal programs
- Promoting inclusion and local hiring to strengthen community ties

4. Measuring What Matters

The company is using a data-driven approach to HR. Key metrics help track:

- Staff turnover and absenteeism
- Training effectiveness and learning outcomes
- Compliance with regulations
- Performance relative to production goals

Using digital tools like ERP and HRIS, Havells can monitor these indicators in real-time. This not only improves decision-making but also helps in building a more transparent work environment.

5. Engagement and Inclusion

To keep employees motivated, Havells focuses on open communication, recognition systems, and clear growth paths. It also promotes diversity by creating opportunities for women, people with disabilities, and underrepresented groups. These efforts make the workplace inclusive and future-ready.

6. Conclusion

Havells' Noida project shows that HRM is not just a support function—it's a strategic asset. By investing in training, compliance, metrics, and culture, Havells is setting a new benchmark for industrial HR practices in India. A forward-looking HR framework like this is essential for sustaining growth in today's competitive manufacturing landscape.

21. REFERENCES

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