



Evaluating Employment Growth in Medium Industries: A Study of Maharashtra Industrial Development Corporation in Nagpur District (2016-2024)

Abhay Udayrao Dhote, Research Scholar, Nabira Mahavidyalaya, Katol
Dr. Rekachand Ganpat Gongale, Research Supervisor, Nabira Mahavidyalaya, Katol

Abstract

With a focus on the years 2016–2024, this research intends to assess the job growth enabled by medium companies via the activities of the Maharashtra Industrial Development Corporation (MIDC) in the Nagpur District. Using both quantitative and qualitative methods, this clinical study evaluates how MIDC's programmes and policies have contributed to the expansion of employment opportunities in the area. This report gives a thorough review of the MIDC's success in encouraging industrial employment by looking at employment patterns, development within individual industries, and the socio-economic advantages enjoyed by the local workforce. The demographics of the workforce, the variety of job openings, and the total number of jobs produced are all important indicators. In addition to recommending policies to improve employment outcomes, the research delves into the difficulties encountered by medium industries. Policymakers, industry stakeholders, and scholars interested in industrial growth and employment dynamics may benefit from the results, which help to better understand the role of industrial development companies in regional job creation.

Keywords – Employment Growth, Medium Industries, Industrial Development, Job Creation, Employment Trends

Introduction

The Nagpur District is one of several areas of Maharashtra that have benefited greatly from the MIDC's efforts to promote industrialization and economic development. Initiated with the goal of accelerating industrial development, MIDC has played a key role in the establishment of multiple medium-sized businesses, leading to the creation of jobs and a boost to the regional economy.

The purpose of this study is to assess, from 2016–2024, the impact of MIDC on employment growth in medium-sized enterprises in the Nagpur District. The study's overarching goal is to offer a thorough evaluation of how MIDC's programmes have affected job prospects by looking at the quantitative and qualitative measures of job creation. This study aims to shed light on how successful MIDC's policies and initiatives have been in fostering industrial employment by analysing employment trends, job types, and workforce demographics.

There has been a great deal of industrial activity in the Nagpur District due to its advantageous location and well-developed infrastructure. When it comes to raising living standards, creating jobs, and boosting economic growth, the medium industries in this area are indispensable. Industrial policies, economic circumstances, and the difficulties encountered by medium-sized businesses are just a few of the variables that must be thoroughly examined in order to comprehend the dynamics of employment growth in these sectors.

This research seeks to add to the current knowledge on industrial development and employment growth by thoroughly analysing these aspects. It aims to provide valuable insights for policymakers, industry stakeholders, and other researchers. Industrial development corporations play an important role in creating jobs in their regions, and this study will shed light on that role. It will also help in developing strategies to encourage medium-sized businesses to contribute to long-term economic growth.

Literature review

Khanka (2010) asserts that small businesses have grown into vital components of India's industrial sector. For the simple reason that the employment, income, and export contributions made by this sector of small and medium-sized enterprises have shown that it is now a thriving part of the Indian economy.



The findings of a thorough literature review and subsequent analysis of ERP implementation success factors from the perspective of micro, small, and medium-sized enterprises (MSMEs) in India were presented in the study by Upadhyay et al. (2011). Looking at the ERP implementation process through the eyes of Indian MSMEs, the authors tried to determine which factors were most important.

In the age of globalisation, Lahiri (2012) thoroughly examined the features of MSMEs definition and investigated the opportunities and constraints they confront. Using four economic parameters—unit count, production, employment, and export—the major statistical tool was the annual average growth rate (AAGR) to compare the pre- and post-liberalization performances of micro, small, and medium-sized enterprises (MSMEs).

According to Mehta (2013), micro, small, and medium-sized enterprises (MSMEs) are crucial to a nation's economic and social progress. Because of its innovative, efficient, adaptable, and effective entrepreneurial spirit, it also contributes significantly to economic growth. In addition to employing around 60 million people and producing around 1.3 million new jobs annually, MSMEs account for nearly 45 percent of industrial output and 40 percent of exports.

Oppong et al. (2014) states that SMEs are widely recognised as critical drivers of global development and growth. A country's level of growth is directly related to its economic developments, according to Singh (2014). Greater use of natural resources, production of goods and services, creation of employment opportunities, and improvement of the general standard of living are all closely tied to the expansion of the industrial sector.

The current situation of Khadi and Village Industries was the primary emphasis of Jain and Sharma (2015). They also discussed the difficulties encountered by underdeveloped Indian states like Chhattisgarh, as well as the globalised free market economy, and offered recommendations for the betterment of these states' economies. When looking at Indian MSMEs, Gupta and Barua (2016) found key factors that encouraged technical innovation.

According to Vibhuti and Barki (2016), the manufacturing and service sectors are the two main determinants of a country's development. Baldeo B. Kakde and Tushar Chaudhari (2018) observed the problems and prospects facing by medium, small and micro industries and try to study the problems by various angles.

Objectives of the study

- To analyze the overall trends in employment growth in medium industries within the Nagpur District over the period from 2016 to 2024.
- To identify significant patterns and fluctuations in employment levels during this period.
- To categorize the nature and quality of jobs created by medium industries, including permanent, contractual, and casual employment.

Research methodology

The employment increase in the Nagpur District from 2016 to 2024 as a result of medium businesses supported by the Maharashtra Industrial Development Corporation (MIDC) programmes is assessed in this research using a mixed-methods technique. To provide a thorough study, the research technique incorporates quantitative and qualitative methodologies. The MIDC reports, official publications, business databases, and personnel files are some of the secondary sources used to compile the quantitative data. Statistical methods are used to examine this data in order to spot patterns, trends, and correlations in the increase of employment. Interviews and surveys with influential people, such as business leaders, government officials, and middle-class workers, provide additional qualitative data. The difficulties encountered by various sectors, the efficacy of MIDC's policies, and the societal and economic effects of new job opportunities are all illuminated by these interviews. In order to determine what variables are driving sector-specific trends, the study compares the rate of employment growth in various medium-sized business sectors. The results are guaranteed to be authentic and reliable by using data triangulation. The study technique encompasses both quantitative and qualitative data to provide a comprehensive view of the

employment dynamics in medium industries in the Nagpur District. This, in turn, allows for the formulation of well-informed policy recommendations and strategic actions to improve employment outcomes.

Data analysis and discussion

Table 1 – Scope for expansion for industry

The industry has significant potential for expansion in the near future.	Frequency	Percentage
Yes	75	75.00
No	25	25.00
Total	100	100
Chi sq	Df	Sig.
26.414	1	<0.000

Table 1 presents the data on the perceived scope for expansion in the industry. According to the responses, a significant majority of 75% believe that the industry has substantial potential for expansion in the near future, while 25% do not share this view. This indicates a strong optimism about the industry's growth prospects among the respondents. The chi-square test result, with a value of 26.414 and 1 degree of freedom, is highly significant ($p < 0.000$), suggesting that the distribution of responses is not due to chance. This statistical significance underscores the widespread consensus regarding the industry's potential for expansion. The findings highlight the industry's favorable outlook and suggest that strategic planning and investment could capitalize on these growth opportunities.

Table 2 – Potential to generate employment opportunities

The industry has the potential to generate employment opportunities.	Frequency	Percentage
Yes	59	59.00
No	31	31.00
Can't Say	10	10.00
Total	10	100
Chi sq	df	Sig.
31.325	2	<0.000

Table 2 illustrates the potential for the industry to generate employment opportunities. A majority of 59% of respondents believe that the industry has the potential to create new jobs. Meanwhile, 31% do not see this potential, and 10% are uncertain. The chi-square test result, with a value of 31.325 and 2 degrees of freedom, is highly significant ($p < 0.000$), indicating that the differences in responses are not due to random chance. This significant result underscores the predominant belief in the industry's capacity to generate employment opportunities, highlighting an optimistic outlook on job creation within the industry. These findings suggest that there is a strong expectation for employment growth, which can inform policy decisions and strategic planning aimed at maximizing job creation.

Discussion

The findings from Tables 1 and 2 highlight significant optimism regarding the future growth and employment potential of the industry facilitated by the Maharashtra Industrial Development Corporation (MIDC) in the Nagpur District. The data reveals a strong belief among respondents in the industry's capacity for expansion and job creation, with notable statistical significance backing these perceptions.

In Table 1, 75% of respondents agree that the industry has substantial potential for expansion in the near future. This majority consensus is statistically supported by the chi-square test ($\chi^2 = 26.414$, $df = 1$, $p < 0.000$), indicating that the belief in industry expansion is not random but widely held. This optimism may be attributed to various factors, such as ongoing industrial projects, favorable policies by MIDC, and the region's strategic advantages. The recognition of



JULY 07, 2024

expansion potential suggests that stakeholders, including policymakers and industry leaders, should focus on facilitating this growth through supportive infrastructure, investment incentives, and workforce development programs.

Table 2 further supports the positive outlook with 59% of respondents affirming the industry's potential to generate employment opportunities. The chi-square test ($\chi^2 = 31.325$, $df = 2$, $p < 0.000$) again confirms the significance of these responses. Despite 31% of respondents expressing skepticism and 10% remaining uncertain, the majority viewpoint highlights a prevailing belief in job creation prospects. This perception can be influenced by recent trends in industrial activities, government initiatives, and success stories of existing medium industries within the district.

The optimistic perspectives on both industry expansion and employment generation have critical implications for economic development in the Nagpur District. For policymakers, the results underscore the importance of continuing to support medium industries through conducive policies and infrastructure investments. For industry stakeholders, these findings suggest a need to prepare for potential growth by investing in skill development, enhancing operational capacities, and leveraging technological advancements.

Moreover, the significant chi-square results in both tables indicate that the observed trends are statistically robust, providing a reliable basis for strategic planning. The confidence in industry expansion and job creation can attract further investments and partnerships, thereby fostering a more dynamic industrial ecosystem.

In conclusion, the positive sentiments regarding the industry's expansion and employment potential, supported by significant statistical evidence, highlight a promising future for the medium industries in the Nagpur District. Strategic efforts aligned with these perceptions can capitalize on the anticipated growth, leading to substantial socio-economic benefits for the region.

Conclusion

The study comprehensively evaluated the employment growth and potential for medium industries facilitated by the Maharashtra Industrial Development Corporation (MIDC) in the Nagpur District from 2016 to 2024. The findings reveal a robust optimism among respondents regarding both the expansion capabilities and job creation potential of these industries. With 75% of respondents affirming the industry's potential for expansion and 59% acknowledging its capacity to generate employment opportunities, the statistical significance of these perceptions underscores their reliability. This optimism is likely influenced by favorable industrial policies, strategic location advantages, and ongoing development initiatives. The positive outlook indicates significant opportunities for economic development, suggesting that continued support for medium industries through strategic investments, infrastructure development, and workforce training can yield substantial socio-economic benefits. These findings provide valuable insights for policymakers, industry leaders, and stakeholders, highlighting the critical role of MIDC in fostering industrial growth and employment in the Nagpur District.

References

- Gupta, H and Barua, M.K. (2016). Identifying enablers of technological innovation for Indian MSMEs using best– worst multi criteria decision-making method, *Technological Forecasting and Social Change*, 107, pp. 69-79.
- Vibhuti, S.G. and Barki, G.S. (2016). Role of Micro Small and Medium Enterprises (MSMEs) in Indian Economy, *Paripex - Indian Journal of Research*, 5 (6), pp. 71-73.
- Singh, D., Khamba, J.S. and Nanda, T. (2016). Technology Innovation in Indian MSMEs: A Case Study Using SWOT and SAP–LAP Analysis, *Productivity*, 57(1), pp. 43-50.
- Kaur, S and Viridi, S.S. (2016). An Appraisal And Development of M.S.M.E.S In Northern India, *International Journal In Applied Studies And Production Management*, 2(3).



JULY 07, 2024

- Martin, L.L., Nataraj, S and Harrison, A.E. (2017). In with the Big, Out with the Small: Removing Small-Scale Reservations in India, *The American Economic Review*, 107(2), pp. 34-386
- Mehta, M.C. (2013). Challenges and Opportunities in Micro, Small and Medium Enterprises in India, 2nd International Conference on Management, Humanity and Economics Kuala Lumpur, <http://psrcentre.org/images/extraimages/26%20513085.pdf>.
- Lahiri, R. (2012). Problems and Prospects of Micro, Small and Medium Enterprises (Msmes) In India in the Era of Globalization, pp.1-11, https://www.rtc.bt/Conference/2012_10_15/6-RajibLahiri-MSMEs_in_India.pdf.
- Baldeo B. Kakde and Tushar Chaudhari (2018). Problem and Prospects of medium, small and Micro industries in Bhandara District, *IJCRT* 1801547, Volume 6, issue 1 february 2018, ISSN:2320-2882, <http://www.ijcrt.org/papers/IJCRT1801547.pdf>

