

A Comparative Study of the HRM Practices in Small and Medium Enterprises

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Small to medium businesses are the backbone of any economy because they contribute to the national income, employment and innovative activities. There exists a lack of professional approach towards Human Resource (HR), and the managers are unaware of the developments taking place in management in general and HR Management (HRM) in particular. The HRM practices in small and medium firms were found to be very different, and previous literature also shows that the results vary with countries. This paper attempts to study the HRM practices in Indian firms. The HRM practices have been extracted from literature and analyzed using Likert scales. It was found that the HRM practices were different in small firms as compared to medium firms.
