

## INNOVATIONS IN HUMAN RESOURCES MANAGEMENT TO SCALE UP COTTAGE INDUSTRY

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### ABSTRACT

Economic development of the nation is driven by the innovative ability of the industries with domestic, regional and national purview. Innovations are the essential factors for the creation of new avenues for further economic advancement of the industry. Innovations are resulted with the invention of new technology, new production process, new practices, new systems, etc. In India when compared with the large, medium and small scale industries, technological innovations played a mere role in scaling up the cottage industries. Due to low technological innovation cottage industries are gradually losing their competitive advantage over other industries. Hence the workforce depended on cottage industries are prone to economic vulnerability with the loss employment and low wage rates in the cottage industry. Research around the world showed some exception to the cottage industries demising process by promoting innovation through the new management practices in lined with changing production process. In this regard a case study is organised on the cottage industries of the Kadapa district to assess the role of human resources management innovations in scaling up the power loom industry.

**KEY WORDS:** Economic Development, Human Resources management, Technological innovations.

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