

## State of Human Factors in Small Manufacturing Sectors of India

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**Abstract :** Utmost care of human related issues are essentially needed for sustainable growth of micro, small and medium enterprises (MSMEs) of India, as these are contributing enormously to socio-economic development of country. In this research, aspects related to human factors and functioning of MSMEs of India were considered to be studied through questionnaire. The investigation, based on a survey of 84 MSMEs of India cited that the enterprises are mostly employing unskilled labour whose wages are less and training level is also less. Although minor accidents are reported, but attention towards safety is poorly paid. To meet-out the production target, MSMEs generally employ over-time and payment towards this overtime is sometimes missing. Hence, honest and humanitarian attention of human resources is needed for better functioning of MSMEs of India.

**Keywords :** human factors, small and medium enterprises, working culture.

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