



**Original Article**

**ROLE OF MIDC IN ENHANCING TALENT MANAGEMENT, SKILL DEVELOPMENT, AND EMPLOYABILITY IN MAHARASHTRA**

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Manuscript ID:

IJAAR-B130333

ISSN: 2347-7075

Impact Factor – 8.141

Volume - 13

Issue - 3

January – February 2026

Pp. 207 - 212

Submitted: 20 Jan.2026

Revised: 28 Jan. 2026

Accepted: 10 Feb. 2026

Published: 28 Feb. 2026

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Quick Response Code:



Website: <https://ijaar.co.in/>



DOI: 10.5281/zenodo.20321816

DOI Link:

<https://doi.org/10.5281/zenodo.20321816>



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**Abstract:**

*In a labour market that is changing quickly, employability, skill development, and talent management are essential components of sustained economic and industrial success. With particular reference to the function of the Maharashtra Industrial Development Corporation (MIDC) in Maharashtra, this paper investigates the relationships between these three dimensions. By strategically attracting, developing, and retaining human resources, talent management enables firms to match workforce capabilities with business and industrial goals. By improving the technical, vocational, and soft skills needed to satisfy shifting industrial expectations, skill development enhances this process. When taken as a whole, these elements have a big impact on employability, which is the capacity of a person to find, maintain, and advance in a job. By creating industrial infrastructure, encouraging investment, and cultivating industry-specific industrial clusters throughout Maharashtra, the MIDC plays a critical role in bolstering this ecosystem. Large-scale job possibilities in manufacturing, pharmaceuticals, autos, information technology, and related industries are produced by MIDC-developed industrial estates. In order to keep training programs demand-driven and industry-relevant, these clusters promote cooperation between industries, technical institutions, Industrial Training Institutes (ITIs), and skill development centers. These connections improve employment preparedness by increasing practical exposure through internships, apprenticeships, and on-the-job training. MIDCs help create balanced jobs and lessen urban migration by encouraging regional development and decentralizing industrial expansion. The MIDC paradigm offers a solid basis for resolving difficulties including skill mismatches, quick technological change, and the requirement for ongoing upskilling, even though these problems still exist. Overall, employability is greatly increased and Maharashtra's long-term industrial and economic development is supported by the integration of people management and skill development within MIDC-supported industrial ecosystems.*

**Keywords:** *employability, skill development, and talent management Industrial Ecosystem/Industrial Clusters, Maharashtra Industrial Development Corporation (MIDC).*

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**How to cite this article:**

*Ms. Amina Bagwan & Ms. Srushti Hajare. (2026). Role Of MIDC In Enhancing Talent Management, Skill Development, And Employability In Maharashtra. International Journal of Advance and Applied Research, 13(3), 207 - 212. <https://doi.org/10.5281/zenodo.20321816>*



## **Introduction:**

Maharashtra's economic and industrial development is greatly aided by the Maharashtra Industrial Development Corporation (MIDC). MIDC was founded in 1962 and serves as the foundation of the state's industrial infrastructure by building industrial estates, supplying necessary facilities, and fostering a climate that is favorable to investment. Beyond infrastructure development, MIDC has become a crucial facilitator in improving employability, skill development, and talent management, matching human resource skills with the changing demands of business.

The availability of qualified and industry-ready talent has become essential for sustainable industrial growth in a time of fast technological advancement, globalization, and shifting labor demands. In order to solve this issue, MIDC promotes employment-generating industrial ecosystems in Maharashtra's urban and semi-urban areas, strengthens industry-academia ties, and supports skill development efforts. Through these initiatives, MIDC enhances workforce quality, inclusivity, and long-term employability in addition to creating jobs, solidifying Maharashtra's standing as one of India's top industrial and economic centers.

Human capital has become a crucial factor in determining economic growth and industrial competitiveness in the age of globalization and rapid technological advancement. As a result, employability, skill development, and talent management are becoming major issues for businesses, governments, and academic institutions. The availability of a trained, flexible, and job-ready workforce is crucial to the quality and sustainability of employment possibilities created by industrial expansion. It is still very difficult to close the gap between industry demands and education, especially in developing nations like India.

In order to achieve organizational and financial goals, talent management focuses on the methodical recruitment, training, and retention of human resources. By giving people the technical, vocational, and employability skills needed in fast-paced job markets, skill development enhances this process. Employability, which assesses a person's capacity to find, maintain, and advance in a job, in turn reflects the success of these initiatives. Building a workforce that is prepared for the future and able to support industrial growth requires the combination of these three elements.

## **Objectives:**

The following are the goals of researching how the Maharashtra Industrial Development Corporation (MIDC) improves employment, skill development, and talent management in Maharashtra:

1. To comprehend MIDC's role in talent management by looking at its programs that match industry demands with workforce skills.
2. To evaluate how MIDC's training facilities, industry-focused initiatives, and collaborations with academic and professional establishments contribute to skill development.
3. To evaluate how MIDC-led industrial development affects employability, especially with regard to job generation in Maharashtra's various industries and regions.
4. To investigate how MIDC fosters industry-academia cooperation to close the skills gap and improve young people's preparedness for the workforce.
5. To research how inclusive MIDC programs are in enhancing job prospects for women, young people, and underrepresented groups in society.
6. To assess how MIDC fosters MSMEs and entrepreneurship, opening up new opportunities for the use of skills and the creation of jobs.



7. To determine obstacles and possibilities in MIDC's endeavors to develop a workforce in Maharashtra that is competent, employable, and prepared for the future.

#### **Roles:**

- 1. Industrial Infrastructure Developer:** MIDC creates and manages plug-and-play facilities, IT parks, industrial estates, and SEZs that draw both domestic and international businesses. Because of this infrastructure, there is a constant need for skilled, semi-skilled, and unskilled labor, which increases job prospects.
- 2. Skill Development Facilitator:** In partnership with governmental organizations, businesses, and academic institutions, MIDC supports and advances industry-focused training facilities and skill development initiatives. These courses emphasize useful, employable skills that are in line with both present and future industrial demands.
- 3. Linking Industry and Academics:** MIDC assists in coordinating academic programs with industrial demands by promoting collaborations between businesses and academic institutions. This lowers the skill gap and increases graduates' and diploma holders' employability.
- 4. Advocate for Talent Management Techniques:** In order to ensure sustained personnel availability for industrial growth, MIDC helps industries within its estates implement improved talent management techniques such workforce planning, on-the-job training, upskilling, and reskilling.
- 5. Creator of Job Opportunities :** In Maharashtra's urban, semi-urban, and rural areas, MIDC directly and indirectly creates a significant number of jobs through industrial growth in industries including manufacturing, IT, electronics, pharmaceuticals, and autos.

- 6. Supporter of entrepreneurship and MSMEs:** MSMEs and startups can receive infrastructure, incentives, and facilitation support from MIDC. These businesses are essential in attracting qualified workers and providing hands-on job experience, which improves employability.
- 7. Advocate for Inclusive Growth:** By providing reserved plots, incentives, and access to industrial prospects to women entrepreneurs, SC/ST communities, and other underrepresented groups, MIDC guarantees inclusive industrial growth.
- 8. A catalyst for balanced growth in the region :** MIDC promotes balanced regional development, lessens the strain of migration on cities, and helps provide local job possibilities by expanding industrial locations outside of major metropolitan centers.

#### **Policy Implementation and Support Role:**

By introducing cutting-edge technology and international HR practices, these investments enhance the local workforce's exposure and talent quality. MIDC acts as an implementing agency for various state industrial and employment policies. By translating policy objectives into actionable industrial projects, it ensures that skill development and employment generation remain integral to industrial planning.

#### **Attracting Domestic and Foreign Investment:**

By providing world-class infrastructure and ease of doing business, MIDC attracts national and international companies. These investments introduce advanced technologies and global HR practices, improving talent quality and exposure for the local workforce.

The Maharashtra Industrial Development Corporation (MIDC) is essential in connecting workforce development with industrial development



in Maharashtra, one of the most industrialized states in India. Large-scale job possibilities and substantial domestic and international investment have been created by MIDC through the establishment of industrial estates and sector-specific clusters throughout the state. In order to match workforce capabilities with industry demands, these industrial zones also promote cooperation between businesses, educational institutions, and skill development organizations.

This report highlights MIDC's contribution to sustainable industrial growth and balanced regional development by examining how it strengthens talent management, fosters skill development, and improves employability in Maharashtra.

Employability, skill development, and talent management are interrelated ideas that are essential to industrial and economic advancement. Regions with robust industrial ecosystems are better positioned to create jobs and develop qualified talent in an economy that is changing quickly. The Maharashtra Industrial Development Corporation (MIDC), which serves as a catalyst by supplying industrial infrastructure, drawing in investment, and generating numerous job possibilities throughout the state, makes this relationship evident in Maharashtra

The deliberate process of luring, nurturing, and keeping qualified human resources in order to accomplish organizational and regional development objectives is known as talent management. Companies operating in industries like automotive, pharmaceuticals, IT, textiles, food processing, and engineering, from huge multinational corporations to small and medium-sized businesses, can be found in MIDC-developed industrial regions. A consistent supply of trained and semi-skilled labor is needed for these businesses. In order to maintain efficiency and competitiveness, companies in MIDC zones are

increasingly concentrating on organized hiring, training, performance management, and career development strategies. Sustainable industrial growth, reduced staff turnover, and increased efficiency are all facilitated by effective personnel management in these industrial clusters.

The success of MIDCs in Maharashtra is largely dependent on skill development. Industries, technical institutions, Industrial Training Institutes (ITIs), polytechnics, and skill development centers work together more when MIDC industrial estates are present. Numerous MIDC areas, including Pune, Nashik, Aurangabad (Chhatrapati Sambhajnagar), Nagpur, and Thane, have developed into skill centers where industry-specific programs and vocational training are in line with local job demands. In order to help young people fulfill industrial demands and adjust to technological advancements, government initiatives and public-private partnerships within MIDC areas concentrate on building technical skills, digital competencies, and soft skills.

The opportunities generated within MIDC regions have a direct impact on employability. MIDCs encourage regional employment and lessen the strain of migration on urban areas by decentralizing industrial development outside of metropolitan areas. People with training in MIDC-related fields such manufacturing operations, quality control, automation, logistics, and IT services are more likely to find steady work. Apprenticeships, internships, and on-the-job training are made possible by the close proximity of industries to training facilities. These programs greatly improve employability by offering real-world experience and preparation for the workplace.

By matching labor supply with industry demand, MIDCs in Maharashtra also tackle the problem of skill mismatch. Although there are still gaps between education and employability in India,



MIDC-supported industrial clusters assist close this gap by alerting training providers to current skill requirements. Instead of being solely academic, this ecosystem model guarantees that talent development is driven by need. There are still issues, though, such as the necessity of on-going upskilling because of automation, making sure that underprivileged and rural kids are included, and enhancing soft skills in addition to technical training.

In conclusion, talent management, skill development, and employability all benefit greatly from the function of MIDCs in Maharashtra. In addition to providing industries with physical infrastructure, MIDCs foster an atmosphere where talent may be developed through focused skill development and fulfilling job opportunities. MIDCs greatly enhance employability and create a workforce prepared for the future in Maharashtra by bolstering industry-institution ties, encouraging on-going education, and fostering regional industrial growth.

### **Conclusion:**

In a time of rapid technological change and intense global competition, talent management, skill development, and employability are essential elements of sustainable industrial and economic success. This study emphasizes how important it is to successfully integrate these three factors in order to develop a workforce that is knowledgeable, flexible, and prepared for the future. While skill development gives people the technical and employability abilities needed to satisfy changing industry demands, talent management guarantees the methodical identification, development, and retention of human resources. One important measure of how well these initiatives result in fulfilling and long-term work is employability.

By supporting sector-specific industrial clusters throughout the state and offering strong

industrial infrastructure, the Maharashtra Industrial Development Corporation (MIDC) significantly contributes to the deepening of this integration in the context of Maharashtra. Large-scale job opportunities are created in MIDC-developed areas, which also promote cooperation between businesses, educational institutions, and skill development organizations. Through apprenticeships and on-the-job training, this ecosystem-based strategy minimizes skill mismatches, improves practical exposure, and helps match workforce skills with industry requirements.

The MIDC framework offers a solid platform to handle concerns like rapid automation, unequal access to training, and the need for on-going upskilling, even though these problems still exist. MIDC greatly enhances employment and balanced regional growth in Maharashtra by encouraging regional industrialization, supporting workforce development, and facilitating demand-driven skill formation. In the long run, maintaining industrial competitiveness and guaranteeing inclusive economic development will depend on significantly strengthening these connections.

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