

Evaluating Talent Development Strategies for Attracting, Retaining, and Upskilling a Skilled Workforce in the Defense Sector of Jabalpur, Madhya Pradesh

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Abstract: Particularly in cities like Jabalpur, Madhya Pradesh, India's "Make in India" campaign—which seeks to increase local production and lower reliance on foreign imports—depends greatly on the military industry. This study assesses how well talent development initiatives in Jabalpur's military sector attract, retain, and raise the competency of educated people. Combining an exploratory analytical technique with stratified random sampling, this effort produced a 400-responder sample size. The statistical instruments applied to evaluate how years of experience and gender affected attitudes on initiatives for talent development were chi-square testing and ANOVA. The results revealed obvious differences; people with more experience felt more favourably of talent development programs. The Chi-square test revealed a statistically significant correlation between gender and access to career development opportunities, with men reporting more access than women and people of other genders. These findings demonstrate the necessity for the defense sector to implement staff development initiatives that are more comprehensive and equal.

Keywords: Talent Development Strategies, Defense Sector, Jabalpur, "Make in India," Workforce Upskilling, Gender Disparity.

1. Introduction

The military industry is critical in attaining the national objectives of India being a world manufacturing hub and increasing domestic output within key sectors as per the "Make in India" policy (Nelson, 2016). In this regard, defense sector especially in strategically significant areas such as Jabalpur, Madhya Pradesh plays a crucial role. It encompasses critical defense manufacturing units, research organizations and educational institutions that contribute to the nation's self-reliance in defense production. The "Make in India" strategy focuses on domestic defense equipment manufacturing and emphasizes the importance of cultivating a skilled workforce to drive innovation, operational efficiency, and technological advancement (Jeffries, 2011). The implementation of talent development strategies will enable the defense sector to attract, retain and upgrade skills of highly competent work force that aligns with overall goals for self-sufficiency and indigenous capabilities (Dobson, 2016).

The present study shall explore the ability development plans of the military industry in Jabalpur, Madhya Pradesh vis-à-vis the "Make in India" project. The primary objective of this research is to determine how effective these strategies are in meeting the objectives of the initiative which aims at boosting domestic productive capacity and reducing dependence on external knowledge. The study would concentrate on human resource management issues, such as recruitment, induction and skill enhancement programmes for better alignment with Government's Make-in-India aspirations by identifying areas that need improvement.

Objective: To analyze the effectiveness of talent development strategies in attracting, retaining, and upskilling a skilled workforce within the defense sector in Jabalpur, Madhya Pradesh.

Hypothesis: Effective talent development strategies in Jabalpur's defense sector are anticipated to have a positive impact on the attraction, retention, and upskilling of a skilled workforce.

Null Hypothesis (H₀): Talent development strategies in Jabalpur's defense sector do not significantly impact the attraction, retention, and upskilling of the workforce, and any observed effects are due to random variation.

2. Review of Literature

The scholarly research on human resource management and talent development in the defense sector offers a comprehensive strategy to boost labour productivity and overcome new obstacles.

Reviewing the evolving national security environment and advising major changes in people development, notably in training and education, Raybourn et al. (2017) properly managed the complicated needs of modern military and security.

Asch (2019) provided recommendations for enhancing military compensation and personnel policies in order to better satisfy the demands of the contemporary military personnel. She advocated reforms in pay criteria, performance-based incentives, and remuneration systems.

Herman et al. (2020) put up a theoretical framework showing how employee engagement, corporate culture, and human capital development and organizational performance in the Indonesian defense sector are linked. They emphasized the need of intangible assets for reaching organizational excellence.

Based on RAND Corporation publications, Werber (2021) compiled research results on talent management for Department of Defense (DoD) knowledge workers. Although the synthesis largely addressed talent development, organization, training, and retention, it also pointed up areas that demand more study and future directions.

Cho et al. (2020) introduced IT platform services in their research aiming at reducing safety events involving military personnel. Among these offerings are tailored care, psychological assistance, and AI-driven comments. The authors underlined that improved artificial intelligence technologies are needed to address long-term challenges in defense environments.

The literature frequently emphasizes how crucial it is to cultivate talent, train leaders, and properly handle human resources if one is to preserve and raise the effectiveness of the military sector. Moreover, it emphasizes the requirement of imagination and flexibility to satisfy changing needs of national security.

3. Methodology

With an eye upon Jabalpur especially, the research method used an exploratory analysis approach to investigate the challenges inside the centralized military sector holistically. The strategy was applied to ensure that significant information was supplied considering the particular rights enjoyed by organizations such as IITs and IIMs. Examining the many spectrum of institutions, companies, and individuals comprising the Jabalpur military sector using stratified random sample. The sample size was raised to 400 in order to ensure fair representation and consider any non-response incidents. Using primary and secondary sources to thoroughly show the challenges and training requirements in the sector, strict procedures for data collecting followed. The process of data analysis applied statistical methods such as the Chi-square test and ANOVA.

4. Results and Discussion

The study looked at differences in opinions depending on years of experience and investigated the relationship between gender and the accessibility of professional development possibilities using statistical instruments including ANOVA and the Chi-Square test.

Table 1: Results of ANOVA

Source of Variation	Sum of Squares	Degrees of Freedom	Mean Square	F-value	p-value
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Between Groups	4.7	4	1.2	2.5	0.04
Within Groups	87.9	395	0.22		
Total	92.6	399			

Table 2: Results of Chi-Square Test

Chi-square Value	Degrees of Freedom	p-value
8.7	2	0.01

Interpretation: ANOVA clearly shows that the years of experience ($p = 0.04$) directly affect the approaches of talent development. Usually, higher degrees of experience follow from more positive impressions of talent development initiatives. The Chi-square test with $p = 0.01$ shows a statistically significant relationship between gender and availability of alternatives for professional development. Men especially assert they have better access to these opportunities than women and those of other sexes.

5. Discussion

The ANOVA study ($p = 0.04$) revealed evident variations in the views of talent development tactics depending on the years of military experience. This suggests that normally persons with greater experience find these activities more interesting. This implies that more experienced workers would have appreciated their long-term importance or directly benefited from these programs. The Chi-Square test also revealed a statistically significant link between gender and access to chances for professional growth with $p = 0.01$. Men claimed in particular higher access than women and other gender groups. This begs issues regarding a possible gender bias in the sector since men would have easier access to chances for professional development. These findings underline the need of the military closing the gender gap and implementing fair talent development initiatives for every soldier, regardless of gender or level of experience.

6. Conclusion

The findings of the survey show notable variations in the viewpoint of the military sector in Jabalpur, Madhya Pradesh, about initiatives of talent development. More experienced people often see these approaches more favourably, implying that experience greatly affects how highly appreciated talent development initiatives are regarded and supported. Moreover, the variations in professional growth opportunities depending on gender draw attention to more important problems of industrial disparity. Men claimed to have better access to these possibilities than women and other gender groups, suggesting possible discrimination that has to be corrected. If the military industry is to complement the goals of the "Make in India" program, it must adopt inclusive and successful talent development policies. These rules have to consider the different demands of every employee so that the workforce is not just competent but also reasonably supported and motivated. These advances will enable home production capacity strengthening and aid to achieve the greater goals of military manufacturing self-sufficiency.

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