

## **A STUDY ON TECHNICAL CONSULTANCY ORGANISATIONS SERVICES AND ITS IMPACT ON INDIAN ECONOMIC DEVELOPMENT**

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### **ABSTRACT**

The growth of technical consultancy organization (TCO) is very much a post-Independence phenomenon. Prior to India's Independence the few Indian TCOs that existed acted as sub-contractors to foreign consultants for projects undertaken in India. However in recent times Indian TCOs have flourished in a number of fields ranging from simple technology like food processing to advanced fields like electronics and power generation. As an illustration the entire design and engineering work of major power projects can be completely handled within the country. Many TCOs have also made forays in the international market for technical consultancy services. However, only a few TCOs have made a mark for themselves in the field of international technical consultancy. This study of TCOs is based on published information, a survey TCOs, and a study of technology export from India done. It brings out the key aspects of the growth and development of Indian TCOs and the major problems being faced by them.

**Keywords:** Knowledge asset, Head retaining, Knowledge worker, Brain drain.

### **INTRODUCTION**

Knowledge economy plays a vital at present scenario. Technical Consultancy Organisations (TCOs) were created for facilitating technical consultancy for industrial projects. These organisations were established by the All India Financial Institutions (IDBI, ICICI, IFCI, etc.) in collaboration the state level financial, development organisations and commercial banks. There are in all 18 state-level TCOs across India.

Over the years, the TCOs have transformed from being consultancy firm handling project reports, market survey etc. to Multi-functional, multi-disciplinary organisations offering a wide range of services to the industrial and infrastructure sector. Some TCOs such as KITCO have diversified to offer consultancy services for implementation of projects under one roof from "Concept to Commissioning". In management, information technology consulting (also called it consulting, computer consultancy, business and technology services, computing consultancy, technology consulting, and it advisory) as a field of activity focuses on advising organizations on how best to use information technology (it) in achieving their business objectives. in addition to providing advice, it consultancies often estimate, manage, implement, deploy, and administer it systems on behalf of their client organizations - a practice known as "outsourcing".

### **REVIEW OF LITERATURE**

M.I. Hassan (1993)<sup>80</sup> evaluated the working of BITCO (Bihar Industrial Technical Consultancy Organisation) and found that on the basis of Industrial Potential Surveys it has become easier for

entrepreneurs to know where the industrial potentialities exist. B.L. Chadha (1993)<sup>81</sup> studied the performance of RUDS ET Institute (Rural Development and Self-Employment Training) in Karnataka. The Institute has recorded commendable results in terms of training programmes conducted, number of candidates trained and their settlement. Researchers have established different typologies of roles of consultants from various perspective and dimensions (e.g. Kitay and Wright 2003, Nees and Greiner 1985, Turner 1982). Among these studies, there are two well-known typologies. One is resource (or content) role vs. process role and the other is directive and non-directive continuum. In the resource role the consultants are expected to provide a specific service to the client based on their expertise. In the content role consultants need to facilitate and enable the client to understand their own organization and its processes (Kubr 2002, Massey and Walker 1999). Kubr (2002) suggests that these two types are the basic roles of a management consultancy and given the complexity of its actual activities, he then proposes a more comprehensive typology of consultants' roles which can be presented in a directive and non-directive continuum (see Kubr 2002: 74). In this study, we mainly employ the continuum to specify consultants' roles.

### **IMPORTANCE OF STUDY**

Need for key personnel's and technical know-how Head retaining are most important in order to achieve the desired economic development, our country have good amount of population though still its developing country need of at these moment to avoid brain drain and to enhance knowledge workers and improve knowledge asset and imparting training to young business people through public and government or public private partnership.

### **STATEMENT OF PROBLEM**

In a competitive era a big constraints in the industrial development is lack of awareness about various schemes introduced by the government to promote industries and services and other privileges announced by the government in order to reach the target of plans of our nation to enhance the national income expected level as per the possible through services and industries and agricultural field. In sufficient Knowledge workers place as a knowledge asset the technical consultancy services are try to promote thought provoking ideas to this business peoples as well as workers in the organization.

### **SCOPE OF THE STUDY**

All India financial institutions and state governments have set lip a network Of technical consultancy organizations. The functions of the TCOs include, conducting surveys on industrial potential, preparing project profiles, undertaking techno-economic appraisal of projects, carrying out market research, providing technical and managerial assistance to entrepreneurs, assistance in modernisation, technology up gradations and rehabilitation programmes and organizing information cell and Data Bank concerning industrial and economic activities and provide these to entrepreneurs. In Tamil Nadu, the Industrial Technical Consultancy Organisation of Tamil Nadu' offers a wide variety of consultancy service.

### **OBJECTIVES OF THE STUDY**

1. To know the importance of skilled labour force in organizational development
2. To identify the awareness of consultancy organization services available to young entrepreneurs.
3. To determine the power of capital incentive techniques in developing country.
4. To find out the use on indigenous technology for economic development.
5. To suggest that suitable measures to improve consultancy services in India.

## **METHODOLOGY**

**RESEARCH DESIGN:** Descriptive study - The present study is concerned with the Technical Consultancy Organizations Secondary data collected by someone other than the user. Common sources of secondary data for social science include censuses, organisational records and data collected through qualitative methodologies or qualitative research and also quantitative. Data collected from website, articles, journals, books, thesis, newspapers etc.

## **THEORETICAL BACKGROUND OF THE STUDY FEW FACTS ABOUT INDIAN CONSULTING INDUSTRY**

Largest concentration of consultancy organization is in the four metropolitan cities:

1. Delhi (25.7%) has the highest number of consultancy organization among four metropolitan cities followed by,
2. Mumbai (25.5%)
3. Chennai (12.1%)
4. Kolkata (9.1%)

Some of the activities of TCOs can be summed up as below:

### **Development of Industry Clusters**

- Conducting Industry Potential Surveys /Techno-Economic Viability (TEV) studies
- Infrastructure Planning
- Energy and Environment Research and Management
- NPA Resolution
- Vocational Training
- Technology Facilitation / Preparation of Project Profiles
- Conducting Entrepreneurship Development Programs
- Carrying out Market Research for specific products
- Offering Merchant Banking Services
- Offering Consultancy for Export-oriented Enterprises

### **THE MAJOR TCOS IN INDIA**

- APITCO Ltd. (Andhra Pradesh)
- GITCO Ltd. (Gujarat)
- HIMCON Ltd. (Himachal Pradesh)
- ITCOT Consultancy and Services Ltd. (Tamil Nadu)
- KITCO Ltd. (Kerala)
- Technical Consultancy Services Organisation of Karnataka (TECSOK) (Karnataka)
- Madhya Pradesh Consultancy Organisation Ltd. (MPCON) (Madhya Pradesh)
- MITCON Consultancy and Engineering Services Ltd. (Maharashtra)
- North India Technical Consultancy Organisation Ltd. (NITCON)
  
- UP Industrial Consultants Ltd. (UPICO) (Uttar Pradesh)
- West Bengal Consultancy Organisation Ltd. (WEBCON)

## **THE FUTURE OF CONSULTING IS REFLECTED IN IT'S PAST**

Over the decades, the management consulting industry has responded creatively to the changing needs of clients, leading to the growth of a thriving industry. The insights of history provide guidance as consultants seek the innovations to meet the future needs of clients.

## **TYPES OF SERVICES TO BE IMPORTANT IN THE FUTURE**

According to Czerniawska one among many consultancy services is about change management, organizational change.

Clients are looking for more than just completed consulting engagements; they are looking for help with organization-wide change.

There are people working on change but for the most part, they are niche consultants, independent consultants, coaches or mentors. It's small scale and fragmented.

## **FINDINGS**

1. The consultancy organizations available services are more but make use of sources are nominal nature.
2. Need of quality consultancy services at this movement due to present scenario to meet out unemployment.
3. Consultancy services are in oral and moral support for the development of various projects and project appraisal.

## **SUGGESTIONS**

1. Consultancy organization services attached while borrow funds financial institutions for their projects of business people and young unemployed innovative entrepreneur.
2. Try to encourage the knowledgeable person in the various fields like civil constructions, automobiles pharmaceuticals, leather textiles, shipping, locomotives and other core concern. It will helps to growth of new entrepreneur enter in the business field.
3. Heads and Employees retaining policy through fulfill the requirements of latest facilities are furnished both moral and up gradation technologies. It will support develop the Organization.
4. Need attached technical consultancy organization in professional employment exchanges. It helps to select dynamic young mind peoples to suit the latest trend of the business.
5. To find out inherent indigenous technology for the economic development and to shape the existing domestic technology through imparting consultancies ideas. It will motive new entrepreneur.

## **CONCLUSION**

Human resources are inevitable resources to develop any field in the any economy especially ideas from expert technically knowledgeable persons, executors' and who is having mindset up of quality services rendered to business as well as multiservice to promote entire development economy is possible only instruct training through new technologies adopted by Technical consultancy organization.

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