

## LINKING HR PRACTICES TO EMPLOYEE COMMITMENT IN MSME SERVICE FIRMS: A REVIEW-BASED STUDY FROM WEST BENGAL, INDIA

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*The purpose of this review is to test the connection between HR practices and employee commitment in service-related MSMEs in West Bengal. Based on thematic synthesis of literature available at a national and regional level, the study contends how recruitment, training, performance appraisal, compensation, and employee participation affect affective, continuance, and normative commitment. Results show that there is a unanimous positive correlation between organized HR systems and increased employee commitment, whereas informality and resource limitations undermine retention activities. It is stated in the review that there are some research gaps in the region that require more empirical research on the MSME service environment.*

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