

# **Technological Change, Labor Markets Dynamics, Organizational Response and Competitiveness: The Case of India's Software Industry**

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## **Abstract**

In the recent times, labor markets have been undergoing fundamental transitions owing to rapid technological changes and globalization. In this context, human resource management in terms of recruitment, internal training and of incentives are important for firms to gain and sustain competitive advantage. In this study, we examine strategic responses of firms in dealing with labor market failures to derive and sustain competitive advantage in a high-tech and highly export-oriented industry from a developing economy. We examine explanation of internalization of labor markets and its implications on productivity, wages and net profits of firms. We explore these issues empirically with firm-level panel data of India's software industry.

## **Speaker Profile**

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