

IMPACT OF TRAINING AND DEVELOPMENT AMONG THE TEXTILE EMPLOYEES IN TIRUPUR DISTRICT

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Abstract

The textile and clothing sector is regarded as the engine of growth for many developing countries since it accounts for around 45% of developed markets' imports from developing countries. In the process of development other industries such as electronics, telecommunications, steel, light engineering goods, leather goods, processed food, etc have also gained prominence. The present study aimed to know the impact of training and development among the textile employees in Tirupur district. 120 sample employees working in the textile sector were chosen by convenience sampling. questionnaire method was used in the study. Training is often imparted to middle or low-level employees. In contrast, the development programmes are specifically designed for the employees working in higher positions in the organisational hierarchy. The only ways to raise quality and cut waste to the absolute minimum are through training and development. Additionally, it is crucial to adjust to a changing environment. Whether a person is entering the workforce or in middle management, training and skill development are always helpful in effecting positive change. Employee development and training in the textile industry is an expensive endeavour since it calls for a great deal of quality input from both employees and trainers.

Keywords – Textile, Training, Development, Employees, Positive.

Introduction

The textile and clothing sector still occupies an important place in the economy of south Asia. The textile industry has become the livelihood of millions of people of the country, and it has given them social, economic and psychological security for labour. The basic needs of a labour are freedom from fear, security of employment and freedom from want. Adequate food, better health, clothing and housing are human requirements. The human heart harbors secret

pride and invariably responds to courtesy and kindness just as it revolts to tyranny and fear. An environment where he is contended with his job assured of a bright future and provided with his basic needs in life means an atmosphere of good working conditions and satisfaction to labour. Economic security is one of the main concerns of any labour because they do work for the purpose of income and money. Every day, a new innovation enters the market in this dynamic, competitive world. This forced the company to continuously implement changes and be dynamic in their business processes in order to remain competitive in the market. One fundamental idea in human resource development is training. Its focus is on training and practice to raise a specific skill to the required level. Training is a very helpful tool that can put a worker in a position where they can perform their duties accurately, efficiently, and diligently. Enhancing an employee's knowledge and abilities to perform a specific task is known as training. The process by which workers advance through a number of phases—each linked to a unique set of tasks, relationships, and activities for development—is known as career development. Employee training and development refers to a program in which employees receive specialized knowledge, skills, and abilities with the goal of improving their performance in their current roles and giving them learning opportunities to advance their personal development. However, development takes a long-term perspective. It all comes down to enabling the worker to receive learning opportunities that will expand their capacity to take on increasingly difficult and complex tasks, both in their current and future careers. A process of improving a person's knowledge, abilities, and competencies is implied by training. In order to ensure that the tasks and duties assigned to them are performed satisfactorily and to enable them to make a greater contribution to the organization, new hires receive job-related training.

Aim of the study

The present study aimed to know the impact of training and development among the textile employees in Tirupur district.

Need of the study

Training is often imparted to middle or low-level employees. In contrast, the development programmes are specifically designed for the employees working in higher

positions in the organisational hierarchy. The only ways to raise quality and cut waste to the absolute minimum are through training and development. Additionally, it is crucial to adjust to a changing environment. Whether a person is entering the workforce or in middle management, training and skill development are always helpful in effecting positive change. Employee development and training in the textile industry is an expensive endeavor since it calls for a great deal of quality input from both employees and trainers. However, given the changing climate, it is imperative that the textile industry updates its objectives and productivity. Large volumes of information must be managed in a way that is simple for everyone to understand in order for people to learn and use it in the textile industry.

Problem identification

Concerned with organizational growth, performance, and employee retention, HR professionals would do well to create employee development programs. They support workers in developing their hard and soft skills, adjusting to new roles, managing their time, and more. They are essential to the onboarding and orientation of new hires, and career-oriented individuals appreciate the upskilling. A well-executed learning and development program will undoubtedly result in higher worker output, cheaper overhead, and a more robust corporate culture. But throughout it all, one will probably run into the standard difficulties associated with staff training. Breaking the modules into microlearning courses can relieve some of the pressure and give learners a memorable and application methodology to ensure they understand the material. The learning process can be somewhat overwhelming for some people. You risk falling behind if you don't embrace technology and the advantages of incorporating a multi-device approach into textile sector training.

Reviews of literature

Naim and Lenka (2018) stated that the main purpose of the training need assessment is to identify and determine the requirement within an organization so that staff will improve their level of productivity and provide the best quality of products and services to organizations. Tiwari (2018) pinpointed that organizations expect employees to follow the rules and regulations, work according to the standards set for them, and the employees expect good

working conditions, fair pay, fair treatment, secure career, power and involvement in decisions. These expectations of both parties vary from organization to organization. For organizations to address these expectations an understanding of employees' motivation is required. The most important thing in the delivery of quality service is the individual motivation of all employees. Organisations need to focus on employee satisfaction because qualified employees are becoming scarce and the turnover high among employees. The organization's health depends on employees' common shared values and how well the employees are treated by the company's activities to ensure loyalty, low employee turnover, and productivity gains. The findings also explained about involving people to anticipate the problems and arrangements for their resolutions well in advance so that the necessary systemic and process changes are made without compromising quality and quantity. Thus, the management should work to develop the conducive organisational culture that requires the assessment of training needs. Lohar and Bide (2013) aimed to determine the various factors which effects on human resource in textile industry. The study found the primary challenges such as lack of training, low educated employees and decision making of textile industries. It is essential for every textile industry to adopt then suggested human resource practices for the development of organization. The study suggested that the overcoming the HR challenges could be improved efficiency and productivity of textile industry if textile industries provide good working condition, welfare facilities, sufficient salary, fringe benefits, training facilities to upgrade Human Resource knowledge. With globalization, the textile industry is aware of the need for having capable human resources and developing distinguished skills.

Methodology

Convenience sampling method was used to collect the data from the 120 employees working in Textile sector of Tirupur district. For this purpose, field survey methods were employed, and questionnaire technique was used by the researcher to collect the pertinent data with the help of well-structured questionnaire. The employees who worked in the Textile sector of Tirupur district during the primary data collection period were considered as targeted population. The study applied multiple regression analysis for further analysis and the result is given below.

Results and discussions

Training on products and operations is imparted through internet-based training modules. Special programmes on functional training and leadership development are conducted to build knowledge as well as management ability at a dedicated training facility. Regression analysis is used in this study to test the relationship between independent variables and impact of training and development of textile employees. Training presents a prime opportunity to expand the knowledge base of all employees, but many employers in the current climate find development opportunities expensive. Employees attending training sessions also miss out on work time, which may delay the completion of projects. The following table shows the model summary.

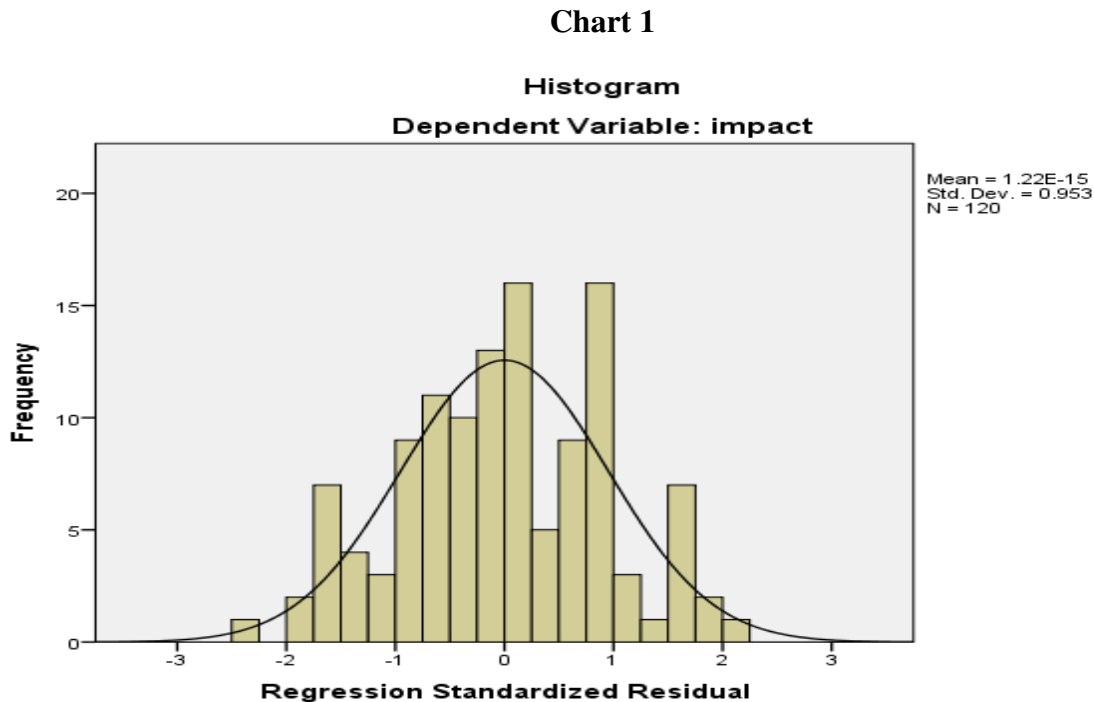
Ho : There is no relationship between impact of training and development of textile employees and independent variables.

H₁ : There is a relationship between impact of training and development of textile employees and independent variables.

Table 1
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.622 ^a	.387	.325	12.854

The main goal of this method is to use the covariance of each independent variable to calculate the uncertainty of the dependent variable. The R-square coefficient of determination, which expresses the percentage of variance in the dependent variables as defined by the fitted sample regression equation, is used to assess the goodness-of-fit of the measured Sample Regression Plane (SRP). The R square value of 0.382 is well-known and indicates that five factors—gender, marital status, designation, monthly income, family size, and residential area—contribute 38.7% to the impact of training and development for textile employees. These factors are also significantly associated at the 1% and 5% levels. The following histogram chart shows the impact of training and development among the textile employees.



The above histogram chart shows the impact value of the study. The following table shows the result of multiple regression analysis.

Table 2
Multiple Regression Analysis

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)					
	Gender	-7.381	3.491	-.177	-2.114	.037**
	Age	.290	1.393	.017	.208	.836
	Educational status	1.862	1.624	.093	1.147	.254
	Marital status	-3.414	1.347	-.200	-2.535	.013**
	Designation	12.436	2.734	.363	4.548	.000*
	Monthly income	14.165	5.273	.213	2.687	.008*
	Family size	9.218	2.834	.264	3.252	.002*
	Residential area	-10.534	3.743	-.230	-2.815	.006*
	Experience	1.699	1.661	.079	1.023	.309
	Training period	-.615	1.317	-.036	-.467	.641
	Training method	-.122	2.008	-.005	-.061	.952

a. Dependent Variable: impact of training and development; * - significant at 1% level; ** - significant at 1% level.

It is divulged that variables such as age, educational status, designation, monthly income, family size and experience are positively associated with the impact of training and development for textile employees. The velocity of raising the level of impact of training and development for textile employees shows better results such as age with 0.290 units change, with 1.862 units change in educational status, with 1.815 units change in educational level, with 12.436 units change in designation, with 14.165 units change in monthly income, with 9.218 units change in family size, and with 1.699 units change in experience.

Table 3

Residuals Statistics^a					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	27.84	74.44	51.55	9.730	120
Residual	-30.847	26.851	.000	12.245	120
Std. Predicted Value	-2.437	2.353	.000	1.000	120
Std. Residual	-2.400	2.089	.000	.953	120
a. Dependent Variable: impact					

The above table shows the residuals statistics value of the study. The following table shows the F value which is significant at 1% level.

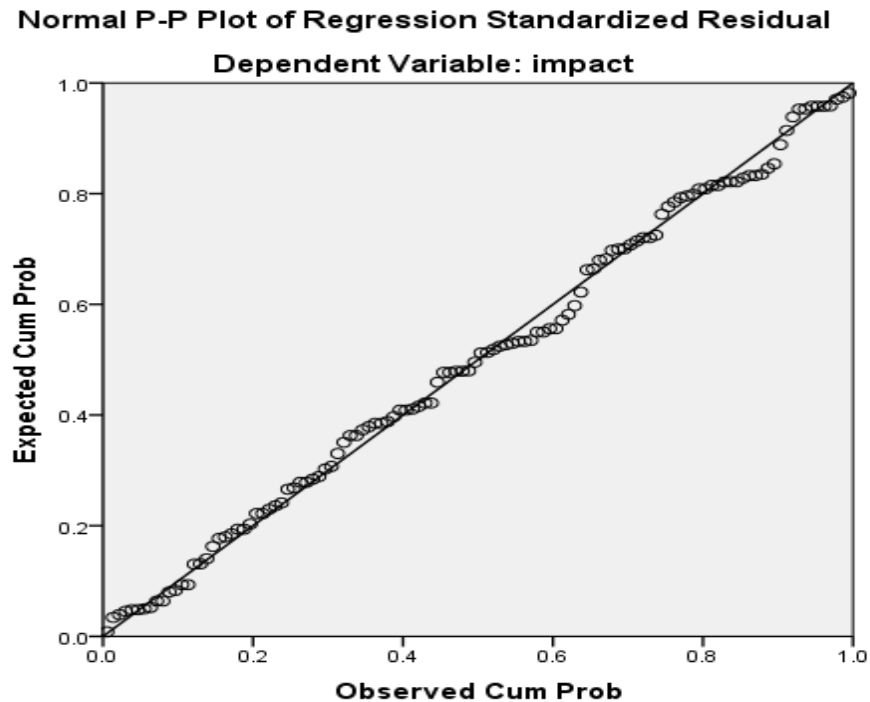
Table 4

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11266.088	11	1024.190	6.199	.000 ^b
	Residual	17843.612	108	165.219		
	Total	29109.700	119			
a. Dependent Variable: impact						

The F Value of the variables in the Anova table is 6.199, and the associated F test probability is less than or equal to 0.05. Because of this, the study is ideal for figuring out how

the selected variables relate to one another, and the F value is significant at the 1% level. The following figure shows the regression standardized residual's Normal P-P plot.

Chart 2



The R square value of 0.382 is well-known and indicates that five factors—gender, marital status, designation, monthly income, family size, and residential area—contribute 38.7% to the impact of training and development for textile employees. These factors are also significantly associated at the 1% and 5% levels. At the same time, variables such as age, educational status, designation, monthly income, family size and experience are positively associated with the impact of training and development for textile employees.

Recommendations and conclusion

The extension of the employment relationship is the result of mutual willingness on both sides when the pay increases with job tenure and experienced skills workers feel satisfied with them, it is suggested that textile organizations educate their workforce about the long service benefit with proper training and development opportunities. Notwithstanding these possible

disadvantages, training and development offers advantages to individuals and organizations that outweigh the time and expense involved. Employee development and training offers a resounding return on investment. Managers must be encouraged and supported by upper authorities to carry out this task. Top management should provide the greatest emotional support possible for training, allowing the system to play a role in resolving organizational issues. Ad hoc programs are not sufficient to create an integrated and proactive training and development strategy; instead, a cohesive corporate culture is needed. The innovations and changes planned for process development and training should have the backing of the textile company's top management. Training has become increasingly important in this day and age of global technology as textile units integrate cutting-edge technologies into their operations. Therefore, all textile companies are required to offer their staff advanced training in order to improve their performance. It is impossible to separate training from the operational aspects of managing a company. It should truly stay ingrained as policy so that it is not limited to empty statements made within the company, but rather should be connected to the concepts and goals that the textile companies are trying to fulfil by providing the necessary funding for training.

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