

## “A Study on Implication of Need Based Training Program in Garment Industry.”

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#### Abstract:

Training is the nerve which is more essential need for flowing and the smooth functioning of work which helps employees in enhancing the excellence of work life of employees and organization. Development is a process that leads to qualitative in addition to quantitative advancements of employees and organization, especially at the managerial level, and help of technology through, development can be said as a continuous process whereas training has specific areas and objectives. Technology has taken vital role in the garment industry. Importance and advantages of training is a positive impact on development for the growing of organization. The garment industry consists of a number of units engaged in spinning, dyeing, printing, weaving, finishing and a number of additional processes that are required to convert fiber into a finished fabric or garment. Developing individuals in the organization contribute to the effectiveness of the organization. Need based training improve the intellectual and emotional abilities for carrying out the task in a better way.

**Keywords:** Training and development, Training Techniques, Employee performance, Technology in Textile industry.

## 1. INTRODUCTION

India's textiles sector is one of the oldest industries in Indian economy dating back several centuries. Even today, textiles sector is one of the largest contributors to India's exports with approximately 13 per cent of total exports. The textiles industry is also labour intensive and is one of the largest employers. The textile industry has two broad segments. First, the unorganized sector consists of handloom, handicrafts and sericulture, which are operated on a small scale and through traditional tools and methods. The second is the organized sector consisting of spinning, apparel and garments segment which apply modern machinery and techniques such as economies of scale. In India, the textile industry contributes considerably to the foreign exchange earned by the country. The textiles industry has made massive employment for both skilled and unskilled labuor in textiles. India

is first in global jute production and shares 63% of global textile and garment market. India is second in global textile manufacturing and also 2nd in cotton and silk production. 60% of the textile industry in India is cotton based. The emphasis on awareness about the environmental concern for example air, water and noise pollution for the duration of the processing from fiber to fabric is essential in the present situations. Information regarding cotton dust exposure influences on workers and its control strategies is missing among textile employers, management and employees. Textile industry includes five major sectors they are 1. Ginning 2. Spinning 3. Weaving 4. Dyeing 5. Garment Industry. Ginning Industry.

### **1.1 Employee Training Techniques:**

#### **1. Classroom or Instructor-Led Training:**

Classroom or instructor-led training remains one of the most popular employee training techniques, even with the numerous technological advances in the training industry. Instructor-led training is fun and interactive as employees get the opportunity to compare results and share ideas.

#### **2. Interactive Training Techniques:**

Interactive employee training techniques helps employees engaged, which makes them more receptive to new information. These techniques incorporate group discussions, which is one of the best ways for more knowledgeable employees to pass their skills new employees. In other words, discussions provide open communication among the trainees and with the trainer.

Brainstorming is incorporated and any confusion is addressed. Interactive training also uses demonstrations. Demonstrations are powerful training tools as they involve use of tools and equipment to showcase the steps being taught or the main processes being adopted. Other techniques under this category include use of case studies, active summaries, quizzes, Q&A sessions, question cards, participant control, and role playing.

#### **3. Hands-on Training Techniques:**

Hands-on training, also known as experiential training offers various techniques such as coaching, which focuses on the individual needs of an employee and is less formal than other techniques. In coaching, the supervisor, manager, or veteran employees serve as the coaches.

#### **4. Computer – Based Training Techniques:**

Computer-based training is also becoming increasingly ideal as technology becomes widespread and easy to use. Although human interactions will always remain the solid foundation of employee training, technological solutions are effective in enhancing the training. Computer-based training involves use of CD-ROMs, Text-only (self-paced training in a text-only format), Multimedia training materials that provide audio, video, stimulating graphics, or animations, and Virtual reality.

#### **5. E-Learning or Online - Training Techniques:**

Learning training is increasing and it is predicted that it will continue to rise with time. This method of training is becoming more prevalent due to the fact that the internet is becoming increasingly

accessible. Softer training methods that are not necessarily needed to convey any information, but are effective in making receiving data or instructions an enjoyable experience.

### 1.2 Best HR practices of the industry are as follows:

- Training helps achieving organizational goals every year.
- Delight employees with unexpected things i.e. rewards. It is mainly to motivate the Workers.
- Recognizes employee talents by public appreciation i.e. colleagues.
- Highlight the best performers and make them visible so that the others put their best and the environment becomes pure competitive.
- Systematic knowledge sharing that supports the strategy.
- Performance linked bonuses which increase the motivation, productivity and the competition.

## 2. LITERATURE OF REVIEW

A number of authors, scholars and researchers (Melkumyan, 2007; Need, 2006; Miller & Osinski, 2002; Rajasekar & Khan, 2013) focused and analyzed that employee training & development one of the indispensable part of human resources management with the identification of organizational need, technique and procedure at different industrial perspectives.

Employee performance is an individual level variable (Campbell, McHenry, & Wise, 1990) that is the demand of job effect- is the job performance (Jones, Chonko, Rangarajan, & Roberts, 2007) which is the most important dependent variable in industrial and organizational psychology. It means something a single person does (Kehoe & Wright, 2013) and referred as how an individual behave with the duties and responsibilities in his/her workplace at dynamic situation.

The conceptualization about employee training and development has been prescribed at different times with different views. Some researchers use the terms “training” and “development” as for the same meaning (Okotoni, & Erero, 2005) but some view the two concepts as being different. Gareth, George and Hill, (2000) believe that training primarily focuses on teaching organizational members how to perform their current jobs and helping them acquire the knowledge and skills they need to be effective performers and employee training (ET) is a process and a planned learning experience designed to bring about permanent change in an individual's knowledge, attitudes, or skills (Campbell, Dunnette, Lawler, & Weick, 1970). In addition, ET is a learning process that involves the acquisition of skills, job related knowledge, ideas, concepts or attitudes, techniques, ways to increase employee performance (Byars & Rue, 1991).

Rajendran karuppanan (2012) says that training incorporates a necessary role to play and it's expected to indicate positive changes in information, skills and perspective. Employees' coaching tries to enhance skills so the workers square measure higher equipped to try to to his gift job or to organize him for a better position with magnified responsibilities. educational program is important

during any organization for up the standard of labor of the workers in the least levels notably in a world.

### 3. OBJECTIVES OF STUDY

- To study the impact of Need Based Training Program on employees performance.
- To understand the organization development through training programs.
- To suggest the new training techniques to enhance the employees skill and knowledge.

### 4. RESEARCH METHODOLOGY

Research methodology is purely and simply the framework or a plan for study that guides the collection and analysis of data. Research is the specific way to solve the problems and is necessarily used to improve the market potential.

- **Research Design:** Descriptive research design.
- **Sampling Method:** Convenience sampling technique is used to collect the data.
- **Sampling size:** 100
- **Data Collection Techniques:** Primary data and Secondary data.

Primary data collection through preparation of questionnaire, direct interview with the employees of garment industries. Secondary data is also used for the analysis of the research work from publications, magazines, reference books, and websites of different fields regarding the Training & Development of employees

### 5. DATA ANALYSIS AND INTERPRETATION

#### 1. Table showing the age groups of the respondents

No	Particulars	No. of respondents	% of respondents
	25		%
	30		%
	35		%
	and above		%
	TOTAL	0	0%

The above table clearly showing that,16% of respondents fall between the age group of 20-25. And 32%of them are between 26-30. 28% of them are between 31-35. And 24% of respondents are 35 and there are a various age groups in the organization. Whereas most of the employees are fall in the middle of the age of 26-30 years.

**2. Table showing the number of years of experiences of respondents**

no	Particulars	. of respondents	of respondents
	0-5	8	28%
	6-10	16	40%
	11-15	10	20%
	16 and above	6	12%
	TOTAL	40	100%

As the above table showing that 28% of employees have an experience between 0-5 years. 40% of employees have experience from 6-10 years, 20% employees are between 11-15 years. And 12% of respondents are 16 and majority of employees holding their relationship with the company and they are working since more than 6 and less than 10 years in the company.

**3. Table showing how respondents are comfortable with their present work**

no	Particulars	. of respondents	of respondents
	Comfortable	35	88%
	Uncomfortable	5	12%
	TOTAL	40	100%

As the above table it is understood that 88% of respondent are comfortable with their present work. Whereas 12% of respondents are uncomfortable with their present work . and there are the most of the respondents who are comfortable with their present work.

**4. Table showing positive changes in the respondents**

no	Particulars	. of respondents	of respondents
	Positive	34	84%
	Absence to positive change	6	16%
	TOTAL	40	100%

As per the above table out of 100% the 84% of employees are feel the positive changes in their work. Whereas 16% of respondents felt the absence to positive change in their work\_ and clear cut description that how the employees are feeling that there is a positive change in their work because of Need Based Training program.

**5. Table showing for which level the Need Based Training is more important**

no	rticulars	. of respondents	of respondents
	wer level		%
	ddle level		%
	gher level		%
	levels		%
	TOTAL	0	0%

From the above table we can see that 16% of employees are thought that the Need Based Training is important for lower level. And 28 % of respondents thought that it is important for Middle level. And 32 % thought for higher level. And 24 % thought the Need Based Training is required for all the levels. It is representing that the Need Based Training is important to higher level employees in the Bombay Rayon Fashions Ltd.

**6.The table showing the work balance with training of the respondents**

no	rticulars	. of respondents	of respondents
	s		%
			%
	TOTAL	0	0%

As per the above table shows that out of 100%. The 64% of the employees are able to balance their work with a training program in the organization. Whereas 36% of the respondents are unable to balance their work with training program. It is very important to every organization and employees to balance their work as well as their training session. And as per the above analysis can interpret that majority of the employees are balancing their work as well as training program in the organization.

**7. Table showing the feeling of employees after attending Need Based Training Program**

no	rticulars	. of respondents	of respondents
	ry comfortable		%
	mfortable		%
	ble		%
	fficult		%
	TOTAL	0	0%

As per the above table it is observed that 24 % of employees are very comfortable after attending Need Based Training Program. And 48 % are comfortable. 28 % are feeling stable. And no employees

are facing difficult after attending this program. It is understanding most of the employees are comfortable after attending the Need Based Training Program. And it is very help full for their future growth of their skills.

**8. Table showing the opportunities of self-development of employees by Need Based Training**

Sl.no	Particulars	No. of respondents	% of respondents
	Strongly agree	42	42 %
	Agree	48	48 %
	Neither agree nor disagree	10	10 %
	TOTAL	100	100 %

The above table showing we can observe that 42% of employees are strongly agree for the self-development through Need Based Training. And 48% are Agree. And 10% of respondents are neither agree nor disagree. The BRFL provides an opportunity for self-development of the employees in the organization. The self-development of the employees in the organization through Need Based Training. And the employees are agreeing with that.

## 6. SUGGESTIONS

After attending the Need Based Training program some of the employees felt it is difficult to adopt the change and therefore the department should come forward and try to make those employees feel comfortable about the requirement of the need based training program. One of the basic goals of the Need Based Training program is to enhance individual’s skills. So the organization should focus further on these areas. Where the individuals skills are to be enhanced as much as possible.

- In strategic management they only focus on quality and services but they do not focus on Cost. In competitive advantages they should attain cost also.
- Without knowing about the best practice model they are following all the elements but not simultaneously. If they were familiar to this, the model may be used more precisely. HR manager should have a proper knowledge on HR practices.
- Garment industries should be more focused on following all the elements of best practice equally as they have opportunity to use every bit of it. After this research we got to know that they practice all the components but team work gets least priority among all. Team work will bring more success than individual work. They can maintain team under each department.
- They can go for executive search firms for top level position rather than always relying on succession planning. Sometimes more skilled employees and fresh ideas are required in top management who can make the right decision and knows more about human resource management.
- This company uses overtime but doesn’t hire temporary employees at all. This can be a pressure to employees in long run. Employees might start to get demotivated by the extra pressure even if they

get proper incentive. If they need to continue overtime for a longer period of time, they might lose interest therefore sometimes temporary employees should be used just to cover up target order.

- Garment industries can go for anonymous evaluation paper for training which will be provided to all the trainees who will be selected to be provided with the training program. There, they will provide their own learning styles and methods which will help them to catch all the new ideas and learning immediately on spot of the workshops or seminars.
- The company should maintain the updated mentors or the most recent trainee to be the mentor of the immediate upcoming batch so that the ideas and techniques are also updated and latest. The same mentor or senior may give the monotonous and non-updated skills to the upcoming juniors.

## 7. CONCLUSION

The Need Based Training program is a important tool for every organization and it is very much effective to the employees for individuals growth of skills. The study gives an opportunity to know about Need Based Training program and its effects on both employer and employees. The Need Based Training program which is basically carried out in the internal of the organization and it is much more effective because this type of training is given only by after identifying the actual need. Training is done by the needed employees or the departmental head or can do by the HR of the company. Training programme reduce the cost of the training and the wastage of the time.

By this Need Based Training program the employees can improve their skills, moral, knowledge, and it is the best identification level where the employees comes to know in which field they have to improvise. Training weather the employees can able to increase their performance level through this Need Based Training program. we suggested that garment industry are important in economic and social terms, in the short-run by providing incomes, jobs, especially for women, and foreign currency receipts and in the long-run by providing countries the opportunity for sustained economic development in those countries with appropriate policies and institutions to enhance the dynamic effects of textiles and clothing garment industry. The garment industry provides opportunities for export diversification and expansion of manufactured exports for low-income countries that can exploit their labour cost advantages and fill emerging niches and meet increasing buyer demands. There are also dynamic effects of garment industries and these effects are greater, the more linkages have been built up.

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