

A STUDY ON DEVELOPMENT OF EMPLOYEE SKILLS AND VALUES IN GARMENT INDUSTRIES

Mr. R. Surender¹, Asst Prof. Pavithran A²

^{1,2}II Year MBA Jerusalem College Of Engineering

ABSTRACT

This study examines the development of employee skills and values within the garment industry, a critical sector facing rapid changes and heightened competition. Through a descriptive research design, data were collected from 100 respondents, revealing that most employees are young, with a significant portion holding undergraduate degrees. The findings indicate a strong association between organizational support and the development of employee skills, as well as a positive relationship between education qualifications and problem-solving abilities. The study underscores the importance of comprehensive training programs and a supportive workplace culture in fostering employee growth. By prioritizing skill enhancement and value alignment, garment industry organizations can improve productivity and employee satisfaction, ultimately contributing to their long-term sustainability and competitiveness.

Keywords: Employee Skills, Employee Development, Values in Workplace, Organizational Support

1. INTRODUCTION

The garment industry, a vital sector in the global economy, faces constant pressure to adapt to market changes, technological advancements, and evolving consumer preferences. In this competitive environment, the development of employee skills and values becomes crucial for maintaining operational efficiency, enhancing product quality, and fostering innovation. As the industry transitions towards more sustainable and ethical practices, the need for a skilled and value-oriented workforce is more significant than ever.

2. OBJECTIVES OF THE STUDY

- To study the effectiveness of employees skills has developed.
- To find out the association between the organization's support and employee skills developed in an organization.
- To find out the relationship between education qualification and problem solving & critical thinking attributes of employees.

3. SCOPE OF THE STUDY

- To examine how employee skills are developed and enhanced within the garment industry.
- To evaluate the role of values in shaping employee behavior and organizational culture.
- To identify the impact of skill and value development on overall organizational performance and employee satisfaction.

4. NEED FOR THE STUDY

- Provide an overview of the garment industry, its significance, and current trends.
- When employees have access to training and development programs, they are better equipped to perform their job functions efficiently. This can lead to increased productivity and better results for the company.
- Investing in employee development skills can help to retain valuable employees. When employees feel that their employer is invested in their growth and development, they are more likely to stay with the company long-term.
- In today's fast-paced business environment, companies that invest in employee development skills have a competitive advantage. They are better equipped to adapt to changing market conditions and stay ahead of the competition.
- By providing employees with opportunities for learning and development, the company can foster a culture of innovation. Employees who are continuously learning and growing are more likely to come up with new ideas and solutions that can benefit the company.

5. LIMITATION OF THE STUDY

- Regional Variations: The study may be limited to specific regions or countries, which could affect the generalizability of the findings across different geographic locations with diverse industry practices.
- Sector Differences: The garment industry is broad, encompassing various sectors such as high fashion, mass production, and luxury goods. Findings from one sector may not be applicable to another due to differences in operational practices and employee roles.
- Limited Sample: The study may have a limited number of participants or case studies, which could affect the representativeness of the results.

- Selection Bias: If the sample is not representative of the broader industry, the findings may not accurately reflect the experiences of all employees or companies.

6. REVIEW OF LITERATURE

- T. S. Nanjundeswaraswamy, Vanishree Beloor (2024). Quality of work life of employees working in the Indian garment industry.

OBJECTIVE : To identify the level of quality of work life (QWL) of employees working in the Garment industries using a validated scale.

RESEARCH DESIGN : Exploratory research design.

STATISTICAL TOOLS : This study uses an analytical method with SPSS.(confirmatory factor analysis)

FINDINGS: The majority of employees are not satisfied with the present status of QWL in garment units. Followings are the predominant components, which influence the QWL of employees compensation and rewards; job security; grievance handling; work environment; training and development; job nature; satisfaction in job; facilities and relation and cooperation.

- D R Swamy , P Nagesh (2020). A study on job satisfaction and employee welfare in garment industries.

OBJECTIVE : To analyze the impact of welfare facilities on Job satisfaction of employees working in garment industries.

RESEARCH DESIGN : Descriptive research design.

STATISTICAL TOOLS : The collected data were analyzed through the percentage analysis, Chi Square analysis and Pearson correlation analysis using SPSS and Minitab Software.

FINDINGS: The findings of the study showed that there is an association between welfare facilities provided and satisfaction in job. The study explored that welfare facilities significantly impact on the job satisfaction.

- Mohamad Fauzi , Tjiptogoro Dinarjo Soehari (2020). the effect of entrepreneurial attitudes, innovation and creativity on business success in the garment industry.

OBJECTIVE : This study aims to determine the relationship between entrepreneurial attitudes, innovation and creativity on business success.

RESEARCH DESIGN : Quantitative research design.

STATISTICAL TOOLS : This study uses an analytical method with SPSS Software.(Mean (M) & Chi-square Analysis)

FINDINGS: From the population and sample obtained the characteristics of respondents. Based on gender, dominated by men as many as 56 people. (59.4%). By age is between 20 –29 years as many as 31 people (68.8%). Based on the education there were 36 people with high school education (36.0%). And based on years of service most them already work for 5 –9 years as many as 36 people (40.6%).

- Monowara Begum , Rubaiyat Shabbir and Md. Zahid Hasan (2020). The Influence of Training and Development on

Employee Performance: A Study on Garments Sector.

OBJECTIVE : The main objective of this research is to examine the influence of training and development on employee performance within two garments industry.

RESEARCH DESIGN : Descriptive research design.

STATISTICAL TOOLS : This study uses an analytical method with SPSS Software. (The data is presented in form of Tables and Charts tools)

FINDINGS: Providing productivity and HR support to garment factories can build a business case on the commercial link between worker welfare,improved productivity and profitability. Training programs are more effective to increase the quality and quantity of employee's performance.

- Nuray Akter (2019).Employee Training and Employee Development Is the Predictors of Employee Performance; A Study on Garments Manufacturing Sector.

OBJECTIVE : To investigate the relationship between employee training and employee performance at garment sector.

RESEARCH DESIGN : Exploratory research design.

STATISTICAL TOOLS : This study uses an analytical method with Mean (M), Standard deviation (SD), and Karl Pearson correlation coefficients.

FINDINGS: As the Findings showed that a high degree of positive relationships between ET and EP, ED and EP ; a significant positive affect of ET on EP, ED on EP, thus garments organizations require to initiate regular employee training program for developing employees skills, job relevant knowledge, personality, attitudes, behavior, working techniques etc. to ensure the best employee performance in the garment sector.

7. RESEARCH METHODOLOGY

Descriptive Research design has been used in this study. Descriptive research is a research method used to try and determine the characteristics of a population or particular phenomenon. Descriptive research is used to identify patterns in the characteristics of a group to essentially establish everything you need to understand apart from why something has happened.

8. DATA ANALYSIS AND INTERPRETATION

8.1 PERCENTAGE ANALYSIS

8.1.1. Gender of the Respondents

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	88	88.0	88.0	88.0
	female	12	12.0	12.0	100.0
	Total	100	100.0	100.0	
Total		100.0	100.0		

INTERPRETATION:

As the table shows the majority gender of the respondent are male (88%).

8.1.2. Age of the Respondents

Age of the respondents					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less than 18	6	6	6.0	6.0
	19 to 21	38	38.0	38.0	44.0
	22 to 24	55	55.0	55.0	99.0
	above 25	1	1.0	1.0	100.0
	Total	100	100.0	100.0	
Total		100.0	100.0		

INTERPRETATION:

As the table shows the majority of the respondent are the age between 22-24 years.

8.1.3. Education Qualification of the Respondents

EDUCATION QUALIFICATION					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sslc	21	21.0	21.0	21.0
	hsc	12	12.0	12.0	33.0
	ug	60	60.0	60.0	93.0
	pg	7	7.0	7.0	100.0
	Total	100	100.0	100.0	
Total		100.0	100.0		

INTERPRETATION:

As the table shows the majority education qualification of the respondent are ug graduate (60%).

8.2. CORRELATION

Correlation is a statistical technique used to measure the strength and direction of the relationship between two variables. It helps you understand how one variable changes in relation to another.

Hypothesis

H0: There is no relationship between education qualification and problem solving & critical thinking attributes of employees.

H1: There is a relationship between education qualification and problem solving & critical thinking attributes of employees.

Correlations			
		EDUCATION QUALIFICATION	Problem solving & critical thinking attributes
EDUCATION QUALIFICATION	Pearson Correlation	1	-.183
	Sig. (2-tailed)		.008
	N	100	100
Problem solving & critical thinking attributes	Pearson Correlation	-.183	1
	Sig. (2-tailed)	.068	
	N	100	100

INTERPRETATION

The significance value is 0.05 is higher than the table value of 0.008 ($0.05 > 0.008$). Hence H0 is rejected and H1 is accepted.

There is a relationship between education qualification and problem solving & critical thinking attributes of employees.

8.3. CHI SQUARE ANALYSIS

Chi-square analysis a statistical hypothesis test that examines whether two categorical variables are independent.

Hypothesis

H0: There is no association between the organization's support and employee skills developed in an organization.

H1: There is a association between the organization's support and employee skills developed in an organization.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	5.963a	6	.027
Likelihood Ratio	6.055	6	.417
Linear-by-Linear Association	.353	1	.427
N of Valid Cases	100		
a. 5 cells (41.7%) have expected count less than 5. The minimum expected count is 1.38.			

INTERPRETATION

The significance value is 0.05 is greater than the table value of 0.027 ($0.05 > 0.027$).

Hence H0 is rejected and H1 is accepted.

Therefore, There is a association between the organization's support and employee skills developed in an organization.

9. FINDINGS

According to the survey, there are 100 respondents, from that majority of the respondent are the age between 22-24 years. According to the survey, there are 100 respondents, from that majority gender of the respondent are male

(88%).According to the survey, there are 100 respondents, from that majority education qualification of the respondent are ug graduate (60%).According to the survey, there are 100 respondents, from that majority work experience of the respondent are ug - fresher (68%).According to the survey, there are 100 respondents, from that majority working company of the respondent are private sector (67%).

According to the survey, there are 100 respondents, from that majority measures taken by organization to improvise employee skills & development are train the employee during the training program (54%).

10. SUGGESTION

- Focusing areas where employees feel their skills are lacking or require further development.
- Encourage them to share experiences about past training programs and their effectiveness.
- Solicit ideas for new training topics or formats (e.g., hands-on workshops, online courses).
- Inquire about the values that respondents believe are most important in their workplace (e.g., teamwork, integrity).
- Need to improve the overall interest of training involvement of employees.
- Gather insights on perceived opportunities for career advancement and skill development within the organization.
- Ask for suggestions on how management can improve feedback processes related to skill development.

11. CONCLUSION

The development of employee skills and values in the garment industry is crucial for enhancing productivity, fostering a positive workplace culture, and ensuring long-term sustainability. The garment industry must prioritize the development of employee skills and values to thrive in a competitive landscape. By investing in comprehensive training programs, fostering a supportive culture, and leveraging technology, organizations can enhance their workforce's capabilities and create a positive, value-driven work environment. This approach will not only benefit employees but also contribute to the overall success and sustainability of the industry. The response of employees in the polaris was marvelous and they have given their valuable opinion about skills and value development in garment industry. This study has provided suggestion for the improvement of the garment industries which seemed to be valuable and effective. It is one of the positive things that the industry cares for their employees. This will help to boost up the productivity.

12. REFERENCE

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