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Effectiveness of Training Programme in Garment Industries

A. R. Kanagaraj — Asst.Professor, Department of Corporate Secretaryship, Dr.N.G.P Arts and Science College, Coimbatore

P.Gurusamy — Asst.Professor & Head, Department of Corporate Secretaryship, Dr.N.G.P Arts and Science College, Coimbatore

ABSTRACT

Training is the process of encouraging and helping others to work enthusiastically towards the objectives. It is the behavior of an individual when he is directing the activities of a group towards a shared goal. Training is an integral part of the personnel function, (i.e) the process, which begins with the writing of the job descriptions and ends with the super-innovation. If the organization wants to achieve its goal, it is imperative that it comes up with innovative and effective ways of training is personnel. For this purpose, proper feedback and evaluation for each of the completed training is necessary.

There has been a growing need to find ways to determine how effectively the training programs among workers conducted in the organization. This is very essential because the process of training conducted may have to be regularly modified, re-sequences, rescheduled, eliminated or retained as it on the basis of evaluation. This evaluation in turn will bring effectiveness in further training and subsequently will also develop the person's attitude towards work, technical knowledge, proper work methodology that will increase the productivity in the organization.

KEYWORDS: Training , Skills, Technical Knowledge

INTRODUCTION

Training is a process of increasing knowledge and skills for doing a particular job. It is an organized by which workers learn knowledge and skill for a definite purpose. The purpose of training is basically to bridge the gap between job requirement and present employee. Education is person oriented while training is job oriented. Training is aimed at proving the behavior and performance of a person. It is a short-term utilizing systematic and organized procedures by which non-managerial learn technical knowledge and skills for a definite purpose. It involves helping in individual to learn to perform his present job satisfactorily. The term training indicates the process involved in improving the aptitudes skills and abilities of the employees to perform specific jobs. Training helps in updating existing talents and developing new ideas and thoughts. "Training is a continuous systematic development among all levels of employees and it helps employees to increase their level of performance on their present assignment, and leads to higher productivity.

SIGNIFICANCE OF TRAINING

Training of employees is essential because work force is an invaluable asset to an organization. Training makes the employees more efficient. Efficient employees contribute to the growth of an organization. It enables the employees to face the pressure of the changing environments. Training usually results in the increase of quality and quantity of output. It leads to job satisfaction and higher morale of the employees. Trained workers need less supervision. Trained workers enable the enterprise to face competition from rival organizations. Training enables employees to develop and rise within the organization and increase their earning capacity. It moulds the employee's attitudes and helps them to achieve better co-operation with the organization. Trained employees make better economic use of materials and equipment resulting in reduction of wastage and spoilage. Training instructs the workers towards better job adjustments and reduces the rate of labour turnover and absenteeism. Many entrepreneurs seem to view employees training and development as more optional than essential, a viewpoint that can be costly to both short-term profits and long-term progress.

STATEMENT OF THE PROBLEM

Organization requires a motivated workforce that has the knowledge and capacity to effectively execute a turnaround strategy. Training is a indispensable vehicle and tool for the development of skills and knowledge and behavior of employees. Motivation in employees, at all levels is the most critical function of the management. Man's needs are never ending, thus remains unsatisfied. Only active and fully satisfied employees can provide fruitful results for an organization. In other words the success of an organization ultimately depends on how effectively managers are able to motivate their employees through proper training and guidance. So the researcher would like to know how training has developed or motivated the work force in the garment industries.

OBJECTIVES OF THE STUDY

- To analyze the effectiveness of the existing training programme in the garment industries.
- To evaluate the training programme and training facilities offered by garment industries.
- To examine the level of participation and co-operation among the trainees in such programme.
- To find out the improvement in their skills and knowledge after attending the training programme.
- To offer suggestion to effective training programme in garment industries.

RESEARCH METHODOLOGY

Research Design

The research design of this study is descriptive research. The descriptive research studies are those studies which are concerned with describing the characteristics of a particular individual, or group. The studies concerned with specific predictions, with narration of facts & characteristics concerning individual, group or situation are all examples of descriptive research studies.

Sample Design

The technique used for the research is probability sampling because the population is finite. The sampling technique selected for the study is simple random sampling technique. The sample size was adopted as 150 members of employees from different companies working in the 10 Garment industries in Tirupur which contains exactly 1026 employees. The researcher randomly selected these 150 employees (15 employees from each company) and the options on the various aspects of training programme were collected by interview schedule.

Data Collection

The data was collected from both primary and secondary sources. The primary data is collected from 150 sample of respondents working in garment industries in Tirupur District with help of an interview schedule which is pre – tested. The secondary data was collected through company's brouchers, files, magazines and periodicals published research, national and international journals text book and websites. Apart from that personal discussion with officials of the concern also helps to enhance the training facilities.

ANALYTICAL FRAME WORK

The collected data are presented in simple tables and these tables are systematically analyzed with help of simple statistical techniques such as percentage, chi-square test and ANOVA.

DATA ANALYSIS AND INTERPRETATION

Table I: Nature Of Training Undergone By The Respondents

Nature of Training	No. of respondents	Percentage
On the Job	120	80%
Off the job	30	20%
Total	150	100%

Source: Primary Data

It is pinpointed from the above table that 80% of the respondents expressed that on the job training and 20 % of the respondents expressed that of the job training. From the analysis, it is conclude that 80% of the respondents opined that on the job training.

Table II: Satisfaction Level On Training Duration

Level of Satisfaction	No. of Respondents	Percentage
Highly Satisfied	27	18%
Satisfied	69	46%
Neither Satisfied Nor Dissatisfied	15	10%
Dissatisfied	35	23%
Highly dissatisfied	4	3%
Total	150	100%

Source: Primary Data

It is limelighted from the above table that 46% of the respondents are satisfied on training duration, 23% of the respondents are dissatisfied on training duration, 18% of the respondents are highly satisfied on training duration, 10% of the respondents are neither satisfied nor dissatisfied on training duration and 3% of the respondents are highly dissatisfied on training duration. From the analysis, it is conclude that 46% of the respondents are satisfied on training duration.

Table III: Sex And The Level Of Satisfaction On Training Programme.(Two-Way Table)

S. No	Sex	Highly Satisfied	Satisfied	Dissatisfied	Highly Dissatisfied	Total
1	Male	33 (58.90%)	37 (71.15%)	25 (78.13%)	6 (60%)	101 (67.33%)
2	Female	23 (41.10%)	15 (28.85%)	7 (21.67%)	4 (40%)	49 (32.67%)
	Total	56	52	32	10	150

It is limilighted from the above table that the percentage of highly satisfied on training programme in garments industries was the highest (58.90%) among the male category of the respondents and the same was the lowest (41.10%) among the female category of the respondents. The percentage of satisfied level on training programme in garments industries was the highest (71.15%) among the male category of the respondent and the same was the lowest (28.85%) among the female category. The percentage of dissatisfied level on training programme in garments industries was the highest (78.13%) among the male category and the same was the lowest (21.67%) among the female category. On the other hand, the percentage of highly dissatisfied on training programme in garments industries was the highest (60%) on male category and the same was the lowest (40%) on female category of the respondents.

In order to find the relationship between the respondents' sex and their level of satisfaction on training pragramme in garment industries, a chi-square test was employed to test the hypothesis and the result of test is shown in the following table.

H0: There is no significant relationship between the respondents' sex and their level satisfaction level on training programme in garment industries.

H1:There is significant relationship between the respondents' sex and their level satisfaction on training programme in garment industries.

Table IV: Sex And The Level Of Satisfaction On Training Programme(Chi-square test)

Factor	Calculated Value	Table Value	D.F	Remarks
Gender	4.082	7.815	3	Not significant

It is witnessed from the above table that the calculated chi-square value (4.082) is less than the table value (7.815) and the result is not significant. Hence, the null hypothesis (H0) is accepted. From the analysis, it is concluded that there is no significant relation between sex of the respondents and their level of satisfaction on training in garment industries.

Table V: Sex And Level Of Satisfaction About Trainer's Knowledge(Two-Way Table)

S. No	Sex	Highly Satisfied	Satisfied	Dissatisfied	Highly Dissatisfied	Total
1	Male	4 (40%)	59 (72.84%)	19 (79.17%)	19 (54.29%)	101 (67.33%)
2	Female	6 (60%)	22 (27.16%)	5 (20.83%)	16 (45.71%)	49 (32.67%)
	Total	10	81	24	35	150

It is noted from the above table that the percentage of highly satisfied on trainer's knowledge in garment industries was the highest (60%) among the female respondents and the same was the lowest (40%) among the male respondents. The percentage of satisfied level on trainer's knowledge in garment industries was the highest (72.84%) among the male category of the respondents and the same was the lowest (27.16%) among the female category of respondents. The percentage of dissatisfied on trainer's knowledge in garment industries was the highest (79.17%) among the male category of the respondents and the same was the lowest (20.83%) among the female category of respondents. On the other hand, The percentage of highly dissatisfied level on trainer's knowledge in garment industries was the highest (45.71%) among the male category of the respondents and the same was the lowest (27.16%) among the female category of respondents.

In order to find the relationship between the respondents sex and level of satisfaction on trainer's knowledge in garment industries, a chi-square test was employed to test the hypothesis and the result of test is shown in the following table.

H0: There is no significant relationship between the respondents' sex and their satisfaction level on trainer's knowledge in garment industries.

H1: There is significant relationship between the respondents' sex and their satisfaction level on trainer's knowledge in garment industries.

Table VI: Sex And Level Of Satisfaction About Trainer's Knowledge(Chi-square test)

Factor	Calculated Value	Table Value	D.F	Remarks
Gender	8.750	7.815	3	Significant

It is pinpointed from the above table that the calculated Chi-square value(8.750) is greater than the table value(7.815) and the result is significant. Hence, the null hypothesis (H0)is rejected and the alternative hypothesis is (H1) is accepted. From the analysis, it is inferred that there is a close relationship between respondents' sex and their level of satisfaction on trainer's knowledge in the garment industries.

Table VII: Analysis Of Variance Between Qualification And Opinion About Managing Stress Level After Training(ANOVA)

Qualification	Opinion About Managing Stress Level After Training			Total
	Not at all	Rare	Sometimes	
Diploma in textile tech.	9	2	8	19
Graduate(Engg/Dip)	6	1	5	12
Graduate (Enginner)	3	0	5	8
UG/PG	4	10	16	30
Schooling	27	33	21	81
Total	49	46	55	150

Table VIII: Analysis Of Variance Between Qualification And Opinion About Managing Stress Level After Training

Source of variation	SS	D.F	Mean square	F-ratio	5 %F-Limit
Between columns	8	(3-1)=2	4.20	0.18	F(2,8)=4.46
Between rows	1177	(5-1)=4	294.17	12.33	F(3,8)=4.07
Residual of error	191	2x4=8	23.87		
Total	1376	(3x5)-1=14			

It was learnt from the above table that the calculated value of F is 0.18 which is less than the table value of 4.46 at 5% with d.f. being (2,8) for between columns i.e. opinion about managing stress level after training and the calculated value of F is 12.33 which is more than the table value at 4.07 between rows i.e. qualification of the respondents. The analysis of variance between opinion about managing stress level after training and the qualification of the respondent's shows a significant variance. Therefore it is clear that there is significant variance between opinion about managing stress level after training and the qualification of the respondents.

FINDINGS

- It is learnt that 80% of the respondents have attended on the job training
- From the analysis, it is observed that (46%)of the respondents are satisfied on training duration.
- There is no significant relationship between sex of respondents and their satisfaction level on training programme in garment industries.
- There is significant relationship between the respondents' sex and their level of satisfaction on trainer's knowledge in garment industries.
- There is significant variance between opinion about managing stress level after training and the qualification of the respondents.

CONCLUSION

The main objective of this paper is to determine the effectiveness of training programme in the garment industries. This paper has also attempted to study relationship between the sex of the respondents and their satisfaction level on training programme and trainer's knowledge. From the above study the training often has been referred to improve the specific skills and behaviour and it has been conclude that effectiveness of training is the act of increasing the knowledge and skills of an employee for performing a particular job.

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