

**ENHANCING WORKFORCE PERFORMANCE THROUGH TRAINING AND
DEVELOPMENT IN THE TEXTILE INDUSTRY**

Dr.K. Prabhakumari¹, Mr.P.Sankarakarthikeyan²

¹ Assistant Professor; ² Scholar, Department of Management,

Nift-Tea College of Knitwear Fashion, Tirupur.

Abstract

The textile industry plays a vital role in economic development by generating employment and contributing significantly to industrial growth. In a highly competitive environment, workforce performance has become a key factor in improving productivity and maintaining quality standards. Training and development programs help employees enhance their technical skills, efficiency, and adaptability to modern technologies. This study focuses on the importance of training and development in improving workforce performance in the textile industry. The research examines how employee training contributes to productivity, job satisfaction, and organizational effectiveness. The findings of the study reveal that organizations implementing regular and structured training programs experience higher levels of employee efficiency, improved productivity, better quality output, and increased employee satisfaction. The research also identifies certain challenges faced by textile industries in conducting training programs, including financial limitations, lack of time, insufficient training infrastructure, and employee resistance to change.

The study recommends that textile organizations should develop well-planned training strategies aligned with organizational goals and employee needs. Practical skill-based training, technological learning, and continuous development initiatives can significantly contribute to workforce empowerment and industrial growth. Ultimately, enhancing workforce performance through training and development can lead to improved organizational effectiveness, higher profitability, and sustainable success in the textile industry. The study also highlights challenges faced by textile industries in implementing effective training programs and suggests measures for improving workforce capability and overall industrial performance.

Keywords: Training, Development, Performance, Effectiveness, Skill, Workforce, Profitability.

Introduction

The textile industry is one of the largest employment-generating sectors in many developing countries. With rapid technological advancements and changing market demands, textile organizations require skilled and efficient employees to sustain productivity and competitiveness. Workforce training and development have become essential tools for improving employee performance, enhancing operational efficiency, and achieving organizational goals.

Training provides employees with the necessary knowledge and technical skills to perform their tasks effectively, while development programs focus on long-term career growth

and professional improvement. In the textile industry, where production quality and efficiency are critical, proper training can reduce errors, improve productivity, and increase employee motivation. Therefore, organizations are increasingly investing in workforce development initiatives to maintain a competitive advantage.

To overcome these challenges, organizations increasingly focus on training and development as essential tools for workforce improvement. Training refers to the process of enhancing employees' knowledge, technical skills, and job-related competencies to improve their current performance. Development, on the other hand, focuses on the long-term growth of employees by improving their managerial abilities, leadership qualities, communication skills, decision-making capabilities, and overall professional competence. Both training and development are important components of human resource management that contribute to employee efficiency and organizational effectiveness.

In the textile industry, training programs are particularly important because employees are required to work with advanced technologies, automated machines, and modern production systems. Technological innovations in textile manufacturing demand continuous learning and upskilling of employees to maintain productivity and competitiveness. Proper training helps employees understand machine operations, quality control measures, workplace safety procedures, and efficient production techniques. It also reduces wastage, minimizes operational errors, improves time management, and enhances product quality. Employees who receive adequate training are generally more confident, motivated, and committed to their work.

Objectives

1. To study the importance of training and development in the textile industry.
2. To analyze the impact of workforce training on employee performance and productivity.
3. To identify the challenges faced in implementing training programs in textile industries.
4. To suggest measures for improving workforce efficiency through effective training and development practices.

Literature Review

Gary Becker (1964) emphasized that employee training is an investment in human capital that enhances workers' knowledge, skills, and productivity, ultimately contributing to organizational growth and competitiveness.

Edwin B. Flippo (1984) stated that training is the act of increasing employees' knowledge and skills for performing specific jobs, leading to improved efficiency and job performance.

Noe Raymond A. (2010) found that organizations that provide continuous training opportunities experience higher employee competence, motivation, and job satisfaction, resulting in better organizational performance.

Aguinis Herman and Kraiger Kurt (2009) concluded that training and development programs positively affect individual performance, team effectiveness, and organizational outcomes, including productivity and profitability.

Elnaga Amir and Imran Amen (2013) reported a significant relationship between employee training and performance, noting that trained employees demonstrate greater efficiency, commitment, and adaptability in the workplace.

Singh K. (2015) observed that technical skill development and continuous learning programs in textile manufacturing improve production quality, reduce operational errors, and enhance workforce productivity.

Methodology

The study is based on both primary and secondary data collection methods.

Primary Data

- Data collected through questionnaires and interviews with employees and supervisors in textile industries.
- Random sampling method used to select respondents.

Secondary Data

- Information gathered from journals, books, company reports, websites, and previous research studies related to workforce training and development.

Research Design

- Descriptive research design used to analyze employee perceptions regarding training and development programs.

Analysis & Interpretation:

Table-1 -Demographic Profile of Respondents

S.no	Demographic Variable	Category	Frequency (N)	Percentage (%)
1.	Gender	Male	78	52
		Female	72	48
		Total	150	100
2.	Age	Below 25 years	30	20.0
		25–35 years	60	40.0
		36–45 years	35	23.3
		Above 45 years	25	16.7
		Total	150	100
3.	Educational Qualification	Below SSLC	28	18.7
		Higher Secondary	42	28.0
		Diploma / ITI	55	36.7
		Graduate & Above	25	16.6
		Total	150	100
	Work Experience	Less than 1 year	22	14.7

4		1–5 years	58	38.7
		6–10 years	40	26.6
		Above 10 years	30	20.0
		Total	150	100
5	Department	Spinning	30	20.0
		Weaving	28	18.7
		Dyeing/Processing	25	16.6
		Garment Manufacturing	35	23.3
		Quality Control	20	13.3
		Packing & Dispatch	12	8.0
		Total	150	100
6	Monthly Income	Below ₹10,000	40	26.7
		₹10,000–₹20,000	55	36.6
		₹20,001–₹30,000	35	23.3
		Above ₹30,000	20	13.4
		Total	150	100
7	Designation	Machine Operator	60	40.0
		Supervisor	25	16.7
		Quality Inspector	20	13.3
		Manager	15	10.0
		Skilled/Semi-skilled Worker	30	20.0
		Total	150	100

Interpretation

The demographic distribution indicates that the majority of respondents are machine operators (40%), aged between 25–35 years (40%), and belong to Diploma/ITI qualification (36.7%). Most employees have 1–5 years of experience (38.7%), and a significant proportion earn between ₹10,000–₹20,000 (36.6%). The workforce is fairly balanced in terms of gender distribution. This structure highlights a predominantly young and semi-skilled workforce, emphasizing the importance of structured training and development programs to enhance productivity and performance in the textile industry.

Table-2: Impact of Training on Employee Productivity:

S.no	Response	Number of Respondents	Percentage (%)
1	Increased Significantly	45	45%
2	Increased Moderately	30	30%
3	No Change	15	15%
4	Decreased	10	10%
5	Total	100	100%

Interpretation

The table reveals the impact of training on employee productivity. Among the respondents, 45% reported a significant increase in productivity after attending training programs, while 30% observed moderate improvement. About 15% stated that training did not create any noticeable change, and only 10% experienced decreased productivity. The findings clearly indicate that training and development programs positively influence employee productivity and operational efficiency in textile industries.

Table -3: Employee Satisfaction Towards Training and Development Programs

S.no	Response	Number of Respondents	Percentage (%)
1	Highly Satisfied	38	38%
2	Satisfied	42	42%
3	Neutral	12	12%
4	Dissatisfied	8	8%
5	Total	100	100%

Interpretation

The analysis shows that 38% of employees are highly satisfied with the training and development programs provided by the organization, while 42% are satisfied. Only 8% expressed dissatisfaction, and 12% remained neutral. This indicates that most employees appreciate the organization's efforts in workforce development. Employee satisfaction towards training programs can improve morale, motivation, commitment, and overall organizational performance.

Table – 4 : Major Challenges in Training and Development Programs

S.no	Challenges	Number of Respondents	Percentage (%)
1	Lack of Time	30	38%
2	Financial Constraints	25	42%
3	Lack of Skilled Trainers	20	12%
4	Employee Resistance	15	8%
5	Inadequate Infrastructure	10	100%
	Total	100	

Interpretation

The table highlights the major challenges faced by textile industries in implementing training and development programs. Around 30% of respondents identified lack of time as the primary challenge, followed by financial constraints (25%) and lack of skilled trainers (20%). Employee resistance and inadequate infrastructure were also identified as obstacles. The findings suggest that organizations need better planning, sufficient budget allocation, and qualified trainers to improve the effectiveness of training programs.

Findings:

The overall analysis indicates that training and development programs have a positive impact on workforce performance in the textile industry. Most employees believe that training improves productivity, enhances technical skills, and increases job satisfaction. The study also reveals that employee development initiatives contribute to better teamwork, adaptability, and organizational efficiency. However, certain challenges such as time limitations, financial constraints, and inadequate training facilities affect the successful implementation of these programs. Therefore, textile organizations should focus on designing effective and continuous training strategies to enhance employee capabilities and achieve sustainable organizational growth.

Suggestions

1. **Conduct Regular Training Programs:** Textile organizations should organize periodic training programs to update employees' technical knowledge and operational skills in line with industry advancements.
2. **Implement Need-Based Training:** Training programs should be designed after assessing employees' specific skill gaps and job requirements to ensure maximum effectiveness.
3. **Focus on Technology-Oriented Training:** As the textile industry increasingly adopts automation and digital technologies, employees should receive training on modern machinery, software applications, and production technologies.
4. **Strengthen Induction Training:** Newly recruited employees should undergo comprehensive orientation and induction programs to facilitate smooth adaptation to organizational processes and work culture.
5. **Promote Continuous Learning:** Organizations should encourage employees to participate in workshops, seminars, certification programs, and skill development initiatives to foster continuous professional growth.
6. **Enhance Supervisory and Leadership Skills:** Specialized training should be provided to supervisors and managers to improve leadership, communication, team management, and decision-making capabilities.
7. **Evaluate Training Effectiveness:** Regular assessment of training outcomes should be conducted through performance evaluations, feedback mechanisms, and productivity measures to ensure training objectives are achieved.
8. **Develop Customized Departmental Training:** Different departments such as spinning, weaving, dyeing, and garment manufacturing have unique skill requirements. Training programs should be tailored accordingly.
9. **Encourage Employee Participation:** Employees should be motivated to actively participate in training activities through recognition, incentives, and career advancement opportunities.

10. **Improve Workplace Safety Training:** Regular safety and health training programs should be conducted to reduce workplace accidents, enhance employee well-being, and ensure compliance with industry standards.

Conclusion

Training and development play a crucial role in enhancing workforce performance in the textile industry. Effective training programs improve employee skills, productivity, and organizational efficiency while helping industries adapt to technological changes and market competition. Despite certain challenges, continuous investment in workforce development can lead to long-term organizational success. Textile industries should focus on designing structured and practical training programs that meet employee and organizational needs. A skilled and motivated workforce is essential for achieving sustainable growth and maintaining competitiveness in the textile sector.

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