

## **EXAMINE ON LABOUR SKILL ANALYSIS IN TEXTILES REFERENCE TO TIRUPUR**

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### **Abstract**

In the research paper explores the implications of Turkish labour migration for the human resources strategies of the European Union (EU). The key issues in the migration debate centre on globalization and the constant need for technological change (innovation), which gradually resulted in fundamental economic transformations. Each of these transformations has fundamental implications for nature of knowledge-driven economies. Impact of knowledge on economic growth is evident and crucial. Under the influence of globalization and information technologies, for most countries it became necessity to be competitive in the world market. This shift has probably increased the importance of human capital in the West, with complex and sometimes contradictory implications for public policy making. The textile revolution has laid the foundation of transformation in term of sectoral structure. As a result, both processes and products have been revolutionized, adjusting the equation between capital and labour. The growth in the service sector has led to major jobs losses in manufacturing. Lack of skills in the face of continuing economic change is a Europe-wide phenomenon.

**Key words: Labour skills make more productivity in organization growth.**

## **INTRODUCTION**

Labour is an ability to work. Labour is a broad concept because it includes both physical and mental labour (as per above picture). Labour is a primary or human factor of production. It indicates human resource. Labourer is a person who owns labour. So labourer means worker. It is a person engaged in some work.

### **Definition**

The aggregate of all human physical and mental effort used in creation of goods and services. Labor is a primary factor of production. The size of a nation's labor force is determined by the size of its adult population, and the extent to which the adults are either working or are prepared to offer their labor for wages.

### **DEFINITION OF SKILL**

An ability and capacity acquired through deliberate, systematic, and sustained effort to smoothly and adaptively carry out complex activities or job functions involving ideas (cognitive skills), things (technical skills), and/or people (interpersonal skills). See also competence.

### **SKILLED WORKER**

A skilled worker is any worker who has special skill, training, knowledge, and (usually acquired) ability in their work. A skilled worker may have attended a college, university or technical school. Or, a skilled worker may have learned their skills on the job. Examples of skilled labor jobs include software development, paramedics, police officers, crane operators, painters, craftsmen and accounting.

### **DEFINITION OF SKILLED LABOR**

A segment of the work force with a high skill level that creates significant economic value through the work performed (human capital). Skilled labor is generally characterized by high education or expertise levels and high wages. Skilled labor involves complicated tasks that require specific skill sets, education, training and experience, and may involve abstract thinking.

### **SKILL DEVELOPMENT**

A working definition of 'skills development' in South Africa is somewhat elusive. There is much to be read about Acts, levies, rebates, frameworks, outcomes, strategies and more, all in relation to skills development. But what is 'it',

**Dr. BE Nzimande**, MP Minister of Higher Education and Training states that, “For our country to achieve high levels of economic growth and address our social challenges of poverty and inequality, we must work together to invest in education and training and skills development to achieve our vision of a skilled and capable workforce to support an inclusive growth path.”

Note that he makes a distinction between education, training and skills development and that he frames skills development within clear objectives:

Skills development is, then, the intended output of education and training efforts and it should be an enabler for growth. As an entrepreneur, the growth of your business and the establishment of a legacy are paramount. James Moore, owner of Fleet Dynamics, captured this sentiment when I asked what the development meant to him; “Enhancing the capability of employees to (hopefully) improve the company’s efficiencies in the employee’s specific sphere of influence; and thus ultimately improving the bottom line revenue of the company.”

Skills development, therefore, can be defined as what we do:

- To improve productivity in the workplace and the competitiveness of our businesses and
- To improve the quality of life of workers, their prospects of work and their mobility.

As an entrepreneur, you need to unpack each of these so that you can define what skills development means in your organization.

## **NEED OF THE SKILL DEVELOPMENT**

The review indicates the availability of technical growth in the industry which still lacks the support in the form of skilled man power. Training in readymade garment industry must be practical and directly related to the needs of the enterprise. It must be flexible and must result in a change of behaviour so that job is better performed. The benefits of training reflects in the figures on export sales and profitability, better motivated and skilled staff will provide a higher quality service to customers, develop existing markets. Training is a long term investment in human resources. Although there are direct effects on individual

participants, the major impact of training is cumulative, and enterprises should not seek results over a short period.

## **CLASSIFICATION OF SKILLS CATEGORY**

### **Highly skilled**

Highly skilled work employee is one who does the work which involves skill or competence of extra-ordinary degree and possesses supervisory ability.

### **Skilled**

Skilled employee is one who is capable of working independently and efficiently and turning out accurate working. He must be capable of reading and working on simple drawing circuits and process, if necessary.

### **Semi-skilled**

Semi-skilled employee is one who has sufficient knowledge of the particular trade or above to do respective work and simple job with the help of simple tools and machines.

### **Un-skilled**

Un-skilled employee is one who possesses no special training and whose work involves the performance of the simple duties which require the exercise of little or no independent judgement or previous experience although a familiarity with the occupational environment is necessary.

## **LABOUR SKILL REQUIREMENTS IN TEXTILE INDUSTRY**

India has gained global appreciation as an attractive outsourcing destination mainly due to its abundant availability of labor force. Indian textile industry is one of the biggest sectors in magnitude, and the second largest in terms of employment generation. The industry has several sectors employing nearly 4 million workers, providing a significant contribution to the national economy. Skills of Indian textile labors are ingrained in them for generations. Earlier it was hand technology and currently; power technology.

Textiles and apparels constitute major exports for India generating \$14 billion revenue. Expiry of the decade old export quotas will bring a drastic change in the sector. India enjoys several advantages comparatively over other countries such as abundant labor force, vertical integration of the complete production process, and material resources.

### **LABOUR SHORTAGE IN TEXTILE INDUSTRY**

The festival and the upcoming general elections have hit hard the country's biggest man-made fabric (MMF) industry here. As tens of thousands of migrant workers are enjoying their vacation in their hometowns, the city's textile sector has started facing severe shortage of workers.

The textile workers, who have stayed back in the city, want a wage hike after the textile unit owners increased the working hours to meet the production schedule.

For the last two days, more than 1,500 weaving units and two dozen textile processing units remain closed after the textile workers launched a protest to demand wage hike. The textile unit owners are adamant on their stand of not giving any wage hike.

### **TEXTILE INDUSTRY FACING LABOUR SHORTAGE**

Industry body ASSOCHAM today voiced concern over the textile and clothing industry facing an immense challenge in mobilising additional workers to fulfill production requirements as many of them are moving to other well-paying jobs – either in other fast-growing sectors or back home in rural areas.

The crisis-like situation comes at a time when India is its losing competitive edge in export markets due to rising input costs amid stiff competition from neighbouring nations like Bangladesh, Sri Lanka, Vietnam, Cambodia, Indonesia and China.

That too when major importers of textiles and garments – the European Union and the United States – are yet to recover from the global economic recession and potential buyers are not willing to pay even five cents a piece more, said The Associated Chambers of Commerce and Industry of India (ASSOCHAM).

## **IMPLEMENTING AN EMPLOYEE TRAINING & DEVELOPMENT PROGRAM IN TEXTILE INDUSTRY**

Based on adult learning principles, here is a checklist for a successful employee learning experience:

- The goals of the employee training or development program are clear
- The employees are involved in determining the knowledge, skills and abilities to be learned
- The employees are participating in activities during the learning process
- The work experiences and knowledge that employees bring to each learning situation are used as a resource
- A practical and problem-centered approach based on real examples is used
- New material is connected to the employee's past learning and work experience
- The employees are given an opportunity to reinforce what they learn by practicing
- The learning environment is informal, safe and supportive
- The individual employee is shown respect
- The learning opportunity promotes positive self-esteem.

### **STATEMENT OF THE PROBLEM**

At present, tirupuris the leading textile manufacturing nation in the world. It provides employment opportunities for millions of people across the globe. Many advanced technologies are being sourced and utilized by the textile firms based on their need in order to sustain in the market and to compete aggressively with the global players. As the textile sector is modernized with the adoption of new technologies, the way of working of the labours has changed in the recent years. In this present highly mechanized scenario, much importance is not given for training and development needs of the labours, neither by the textile firms nor by the government. Since textile firms feel that if more time is spent for training, the productivity of the firm is bound to decrease.

It is very important for the textile firms to understand the need for imparting special skills for the workers. Organisations at present need to focus more on training related to technology aspects. They should stop recruiting new skilled workforce rather they should try

to train the existing employees effectively on the technological aspects and retain them. Though there are huge benefits due to technology updation in textile sector, adequate training is necessary in working with it. It is interesting to note that, growth of textile organizations is not influenced by technology alone; it is mainly due to skill and knowledge of the workforce employed.

### **OBJECTIVES OF THE STUDY**

- To identify the skill requirements for the labourers to manage in textiles.
- To identify the labour skill gap analysis with training by the textiles.
- To understand the need and implementation of skill development programmes for the labourers in textiles.
- To evaluate the effects of skill development programmes on performance indicators of textile.
- To develop a model relating technology and labour skill development in textile industry.
- To provide suitable suggestions based on this study.

### **SCOPE OF THE STUDY**

- This study is on the labour skill analysis by the Tirupur textiles.
- This is an attempt to find out the level of satisfaction observed by the workers of the company regarding the labour skill gap analysis.
- The analysis and findings will be useful to improve the training development to the workers enforced by the textiles.
- The analyses add to general feeling of satisfaction with the company and reduce employees turnover.

### **RESEARCH METHODOLOGY**

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that are generally adopted by a researcher in studying his research problem

along with the logic behind them. It is necessary for the researcher to know not only the research methods techniques but also the methodology.

## **RESEARCH DESIGN**

The formidable problem that follows the task of defining the research problem is the preparation of the design of the research, popularly known as the “research design”. A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. As such the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data.

## **SAMPLE DESIGN**

Sampling may be defined as the selection of some part of an aggregate or totality on the basis of which a convenience or inference about the aggregate or totality is made. In other words, it is the process of obtaining information about an entire population by examining only a part of it.

## **TYPES OF RESEARCH**

The research was of descriptive design; aim to procure a clear, complete and accurate description of the situation.

## **DATA SOURCE**

Data was taken mostly through primary data. However company and product profiles were referred too. A structured UN- disguised interview schedule was designed to collect data source. The schedule method was opted since the method would help to concise amount of information.

## **METHODS OF DATA COLLECTION**

### **DATA SOURCES**

Data in the study are of two types:

- i. Primary data
- ii. Secondary data



## **PRIMARY DATA**

Primary goal is original and collected by the researcher freshly. In this study primary data was collected through interview schedule. A interview schedule is a popular means of collecting primary data.

A interview schedule is a list of question for getting to know the opinion & information from the respondents.

## **SECONDARY DATA**

Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

## **LIMITATION OF THE STUDY**

- The labour did not provide the adequate information for study.
- It was very difficult to collect the information from the labour, because the labour were busy with their work schedule.
- The time of the study was very short period.
- The sample size of the study was 200 respondents only.

## **REIEW OF LITERATURE**

**Ousama Ben Salha (2013)**<sup>1</sup>The central aim of this paper is to assess the effects of economic globalization on the level and volatility of labor demand for different skill groups in Tunisia. Using a panel dataset covering six manufacturing industries between 1983 and 2009, three main findings are reported. First, exports and imports exert a positive impact only on the semi-skilled and skilled labor demand while foreign direct investment flows increase the demand for semi-skilled and unskilled workers. Second, the regional analysis suggests that exports to the European Union boost the demand for the semi-skilled and skilled labor. Imports from the rest of the world exert similar effects on the demand for these two categories of workers. It emerges also that imports from the European Union lead to a higher demand for skilled labor, which gives support to the validity of the skill-enhancing trade hypothesis in Tunisian industries. Finally, our findings suggest that both exports and imports

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<sup>1</sup>**Ousama Ben Salha (2013)** - Economic Systems, 'Does economic globalization affect the level and volatility of labor demand by skill', Volume 37, Issue 4, December 2013, Pages 572–597.

rise the employment volatility associated with skilled workers. On the other hand, there is a weak evidence of increased employment volatility as a result of foreign direct investment flows.

**Fernando Muñoz-Bullón (2013)**<sup>2</sup> While previous literature has extensively shown that foreign-owned firms pay higher wages than domestically owned firms, the examination of intra-industry wage spillovers between foreign-owned and Textile industry has received much less attention, particularly among non-core EU economies. In this paper, we contribute to the literature on wage spillovers of foreign multinational enterprises onto domestic firms by considering whether the presence of MNE subsidiaries in the Spanish manufacturing industry affects wages in domestic firms in the same industry. Although no evidence supports the existence of wage spillovers from MNEs onto domestic firms on aggregate, we show that the effect of this outside presence on domestic wages is significantly more positive in step with the higher level of workers' skills in domestic firms.

**Dhritiman Bhattacharya et al (2013)**<sup>3</sup> We develop a span-of-control model where managerial skills are endogenous and the outcome of investments over the life cycle of managers. We calibrate this model to U.S. plant-size data to quantify the effects of distortions that are correlated with the size of production units, and how these effects are amplified by managerial investments. We find a quantitatively important role for managerial investments. Distortions that consist of a tax rate of 20% on the top 50% managers reduce steady-state output by about 14.6% in our benchmark model. When skills are exogenous the reduction is about 9.2%.

**Davide Consoli (2015)**<sup>4</sup> This paper proposes an empirical study of the skill repertoires of 290 sectors in the United States over the period 2002–2011. We use information on employment structures and job content of occupations to flesh out structural characteristics of industry-specific know-how. The exercise of mapping the skills structures embedded in the workforce yields a taxonomy that discloses novel nuances on the organization of industry. In

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<sup>2</sup>**Fernando Muñoz-Bullón (2013)** - International Business Review, 'Multinational enterprises and domestic wages: The contingent effect of skill composition', Volume 22, Issue 6, December 2013, Pages 918–931.

<sup>3</sup>**Dhritiman Bhattacharya et al (2013)** - Review of Economic Dynamics, 'Distortions, endogenous managerial skills and productivity differences', Volume 16, Issue 1, January 2013, Pages 11–25.

<sup>4</sup>**Davide Consoli (2015)** - Research Policy, 'A taxonomy of multi-industry labour force skills', Volume 44, Issue 5, June 2015, Pages 1116–1132.

so doing we also take an initial step towards the integration of labour and employment in the area of innovation studies.

## **CONCLUSION**

The expectation of superiors about the employee is not fulfilled. So by implementing above suggestion the existing skill gap can be reduced. The reduction of skill gap will further moulds the employee to achieve the objective of the organization and further the expectations of superiors can also be satisfied.

The employees of Textilewere very cooperative and having a good opinion about the company. The employees were flexible always. Thus from this survey of individual, the employees of Tirupur Textilewere very cooperative and having a good opinion about the company. Thus the good training and education for employees by Tirupur Textile.

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## **WEBSITE**

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