

An Analysis of the Need of Training for Indian Textile Manufacturing Sector

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Abstract : Human resource training is an essential element of talent management in the current era of global competitiveness and dynamic trade in the manufacturing industry. Globally, India is behind only China as the largest textile manufacturer. The major challenges faced by the Indian textile manufacturing Industry are low technology levels, growing skill gaps, unorganized structure, lower efficiencies, etc. indicating the need for constant talent up-gradation. Assessment of training needs from a strategic perspective is an essential step for the formulation of effective training. The paper established the significance of training in the Indian textile industry and to determine the training needs on various parameters as presented. 40 HR personnel/s working in the textile and apparel companies based in the industrial region of Punjab, India, were the respondents for the study. The research tool used in this case was a structured questionnaire as per five-point Likert scale. Statistical analysis through descriptive statistics and chi-square test indicated the increased need for training whenever there were technical changes in the organizations. As per the data presented in this study, most of the HR personnel/s agreed that the variables associated with organizational analysis, task analysis, and individual analysis have a statistically significant role to play in determining the need for training in an organization.

Keywords : Indian textile manufacturing industry, significance of training, training needs analysis, parameters for training needs assessment

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