Problem of Modernization in Garment Industries of Indore Division in relation to Training (Workers & Employee)

Ms. Vijeta Bhatore

Guest Lecturer

Govt. Women's Polytechnic College

Rajendra Nagar

Indore, Madhya Pradesh, India

Abstract

The aim of the present study is to examine that Training (workers & employees) is independently responsible for the lack of modernization of Garment Industries in Indore Division. Employing the random sampling technique, finally 200 respondents of different garment industries of Indore Division of Madhya Pradesh state to serve as subject in the present study. For the statistical analysis Chi-square test was applied to judge the hypothesis. As per the statistical analysis findings are Significant which means that null hypothesis is rejected.

Key Words: *RMG (Readymade garment), Problem of Modernization, Training*

Introduction

Presently Indore is one of the largest readymade garment manufacturer & exporter of the Madhya Pradesh as per the reports from AEPC (Apparel Export Promotion Council). It earns the huge amount of foreign exchange. But Indore is facing tougher competitive in the world market. For its survival in the global market, Indore has to do more that only to hype its competitive advantage of low wages. It needs to reduce the price of the RMG (Readymade garment) in exports as well as the domestic market also. By implementation of modern technology, innovative production process and modern management system this target can be achieved. Now a days CAD (Computer Aided Design) and CAM (Computer Aided Manufacturing) are the modern innovative technology which have been used in garments manufacturing factories of Indore. They are using those technologies especially in pattern drawing, marker making, lay planning and fabric cutting purpose. In this research work feasibility study has been done on those problems which are affecting modernization of garment industries of Indore division and lack of skilled manpower is one of them.

It may be the financial capital of Madhya Pradesh, but when it comes to technology, garment manufacturers have not yet developed for the same.

After orientation of employee, training takes place. It is the process of enhancing skills, capabilities and knowledge of employees to do a particular job. It helps in molding the thinking process of the employees and leads to quality performance from them. It is a continuous and never ending process which aims at betterment of the employee and ultimately beneficial to the company.

Skilled & dedicated work force is available at Indore for the readymade garment industry but these workers are not trained enough for operating sophisticated imported machinery & there is a need of training them to operate highly efficient latest machinery. Although For Labours- I.T.I., ATDC etc. & For Designers- Graffiti Institute For Professional Studies, Cloth Market Kanya Mahavidhyalaya, Gujrati Samaj Vocational Training Institute, J.D.Institute Of Fashion Technology, WLCI College, Govt.Women Polytechnic college, SDPS women's College, INIFD Indore, Shri Vaishnav Polytechnic College, SVITS Sawer road Indore, Design Institute of India, IPS Academy, Indore, DAVV Vocational centre

for fashion Design, Virtual Voyage College of Design, Media and Management college etc. institutes are available in Indore and imparting training but that is not enough to meet the requirements of industries. Private institutions are imparting training in fashion/textile designing and tailoring but their fees structure is high and not easily affordable for everyone.

Literature Review

International Labour Organization (2015): This report presents selected findings of research into the garment industry in India conducted by the Garment Sector Roundtable (GSR), with the support of the ILO, in 2012-13. The primary purpose of the study was to investigate the factors leading to labour shortage and labour turnover in the industry.

Santosh Das (2012): In his diagnostics study report India's ready-to-wear garment industry is facing tough competition from China, which has emerged as an important sourcing base for international brands and Retailers in the Asian regions because of its comparative cheaper costs.

Harminder & Satnam (2009): In their study on "Automation and CAD/CAM Adoption in garment Industry. The results revealed that for every stages of garment manufacturing modernized technology is available but due to lack of proper training, industries are not having skilled labour.

Anuradha Kalhan (2008): Purpose was to evaluate the nature of job tenures, working conditions, employee benefits, training, family income and expenditure on non-food essentials like transportation, health, education, etc. Some of the noticeable facts are that the workforce is predominantly female (75 per cent) and that the working hours are long, on an average being nine hours/day. Most of the weekly holidays are observed but without any pay. The turnover of workers is also very high.

As evident from most of the literature there are pros & cons of training. Most of the studies lend to concentrate on why garment industries have problem in modernization due to lack of training. These studies reveal that there are two main reasons for their inhibitions for not embracing modern technology. There is cheap labour available in the city but not having interest in this field and the laborers employed are not skilled in the art of using modern technology of garment manufacturing.

Statement of the Problem

Very few studies highlight the need of training in garment industries. Problem of modernization would not be complete without clarifying this factor which may have an important role in lack of modernization in garment industries of Indore division against this backdrop research has been undertaken.

Objective of the Study

To understand the training needs in garment sector with respect to modernization in Indore division.

Hypothesis of the Study

H_{01}- There is no need of Training in Garment Industries with respect to Modernization in Indore Division.

Methodology

The normality survey method is adopted for the study.

Population & Sample

This study was conducted in readymade garment industries of Indore Division of M.P. Random sampling technique was used to selection of sample. The total sample comprised of 200 respondents (Through Structured questionnaire-55, Through Structured Schedule-110, Through unstructured interview -35)

Sampling

Random sampling used to select sample

Nature of the Data

Qualitative data was used in this study.

Tool for the data collection:

Structured questionnaire

Structured Schedule

Unstructured interview

Statistical Analysis

Chi-square test was applied as statistical test to judge the hypothesis.

Delimitation of the Study

Garment Industries of the Indore Division are selected.

Results & Discussion

As per Table 1 chi-square test was applied as statistical test to judge the hypothesis and the results for the same are displayed below.

Table 1

Lack of Skilled Manpower in Garment Industry

S. No.	Title of the table	Result	Interpretation	Inference
1	Lack of Skilled Manpower in Garment Industry and Provide On-Job Training to Workers	$\chi^2 (1, 1, N = 200) = 15.994$, $p < 0.05$ ($p = 0.000$)	Findings are Significant	H_0 is Rejected
2	Lack of Skilled Manpower in Garment Industry and Lack of Skilled Labour be a Hurdle in Modernization of Garment Industry	$\chi^2 (1, 1, N = 200) = 4.924$, $p < 0.05$ ($p = 0.026$)	Findings are Significant	H_0 is Rejected
3	Lack of Skilled Manpower in Garment Industry and Lack of Skilled Labour be a Problem in the Growth of Garment Industry	$\chi^2 (1, 1, N = 200) = 20.906$, $p < 0.05$ ($p = 0.000$).	Findings are Significant	H_0 is Rejected

Hence, there are sufficient evidences to conclude that null hypothesis is rejected; it means there is a need of training in garment industry with regard to Modernization.

References

1 Anuradha Kalhan (2008) Permanently Temporary Workers In The Global Readymade Garment Hub Of Bangalore, The Indian Journal of Labour Economics, Vol. 51, No. 1, 2008

2 Harminder Kaur and Dr. (Mrs.) Satnam Dhillon (2009), Automation and CAD/CAM Adoption in Designing by Knitwear Industry of Ludhiana, Fibre2Fashion.com

3 International Labour Organization (2015), Insights into working conditions in India's garment industry, ISBN: 978-92-2-129808-3 (Print); 978-92-2-129809-0 (Web PDF)

4 Kothari, C. R. Research Methodology, Vishwa Prakashan, New Delhi.

5 Santosh Das (2010), Diagnostic study report of readymade garment cluster Indore, Small Industries services Institute

6 www.aepcindia.com

7 www.laghu-udyog.com