



## Role of Manpower in Modernization of Indore Garment Industry

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### Abstract

The aim of the present study is to examine, role of manpower in modernization of Indore garment industry. Employing the random sampling technique, we have collect 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.

Key Words: Modernization, Garment Industries, Manpower

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### Introduction

Indore has a major role in garment manufacturing in the readymade garment trade of India. The city has potential, paying capacity and enthusiastic entrepreneur and a number of manufacturing units providing employment to labour, supervisors and executive.

Today in our country automation is adopted for improving quality and producing quantity in lesser time. However, a CAD system is only as good (or as bad) as the designer working on it. Computer only speeds up the process of say repeat making, color changing, motif manipulation, pattern etc. It is actually the CAM (Computer Aided Manufacturing) aspect of CAD that will help reduce lead time and for making that possible need of skilled manpower is required. A shortage or insufficiency of candidates for employment is known as shortage of manpower. Whereas shortage or insufficiency of qualified candidates for employment is known as shortage of skilled manpower. Workers are sometimes referred to as manpower when they are being considered as a part of the process of producing goods or providing services. Shortage of manpower /skilled is factors which were discussed with the respondents in the research.

### Literature Review

Scope for Apparel: Economic Survey (2016-17), The survey report showed that apparel

sector is growing in India, but some constraints still hinder its growth. The challenges faced by the apparel sector include labour regulations, trade policies, tax and tariff policies, logistics, and the international trading environment as compared to other countries. The labour regulations have nullified the benefits of low labour wages with regulations on minimum overtime pay, tax regulations for low-paid workers, less flexibility for part time workers and higher minimum wages in some conditions. The study also highlights that Indian apparel firms are smaller in size and capacity than those in other countries. Around 78 per cent companies have 50 or less workers, while only 10 per cent employ over 500 workers. The apparel sector has a tremendous opportunity for growth and job creation, which directly leads to economic growth.

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. Through the collaboration with the ILO, several additional questions were incorporated in the survey instruments covering a number of variables of forced labour, in order to investigate whether any



such practices were prevalent in the workplaces surveyed.

Priyanka and Madan Lal (2014): This paper mainly focuses on technological changes and its impact on Indian textile industry. This paper covers four segments of Indian textile industry i.e. Spinning, Weaving, Processing and garmenting.

According to NCAER 2009, the report highlighted that along with modernization, there occurs need for skilled workers who can run the machinery efficiently and understand the modern production processes. Thus skill requirement increases with the technological up gradation. In the Indian scenario for want of availability of skilled laborer in adequate quantity, many firms in the industry are hesitant to expand their scale of operations or enter into high end segments with cutting edge technology.

#### Statement of the Problem

Very few studies highlight the role of manpower in modernization of Indore garment industry. Modernization of garment industries and its problem would not be complete without clarifying these factors which may have an important role in lack of modernization in garment industries of Indore division. Against this backdrop this research has been undertaken. Shortage of manpower and lack of skilled manpower in modernization of garment industries of Indore Division is highlighted in the research.

#### Objective of the Study

To know the shortage of manpower and skilled manpower in industry.

#### Hypothesis of the Study

H<sub>0</sub>. Shortage of Manpower will not be having significant impact with the lack of skilled manpower in Garment Industry.

#### 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, Structured Schedule, unstructured interview)

#### 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.

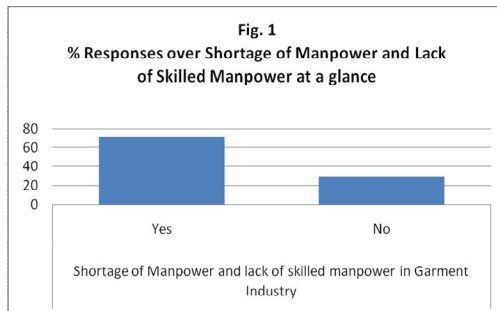
#### Results & Discussion

The above hypothesis was framed to know about Shortage of manpower will not be having significant impact with the lack of skilled manpower in Garment Industry. During research garment units has been studied as per Objective. Obtained results are presented in following table 1 with statistical inferences.

Table 1  
Shortage of Manpower and Lack of Skilled Manpower

Title	Opinion	Frequency	Percent	Chi Value	Asymp. Sig. (2-sided)	Interpretation
Shortage of Manpower and lack of skilled manpower in Garment Industry	Yes	142	71.0	.218	.641	Findings are not significant
	No	58	29.0			
	Total	200	100.0			

\* Level of significance 0.05 level



The table 1 and Fig. 1 shows the following details :

142 affirm the same and 58 renounce for the statement. 71% respondents are not facing shortage of manpower in their units. Their main problem is lack of skilled manpower while 29% are facing shortage of both types of manpower.

Above table 1 reveals that the obtained Chi value for Shortage of Manpower were found not significant in respect to all studied parameters, hence there is sufficient evidence to conclude that null hypothesis  $H_{07}$ - "Shortage of Manpower will not be having significant impact with the lack of skilled manpower in Garment Industry." is accepted, it means that in garment industries shortage of manpower and lack of skilled manpower both are two different aspects and they are not having significant impact on each other. For a modernize garment unit, skilled manpower is required, who can run all new technologies but as per respondents they are not having sufficient skilled labour for their modernize units. Unskilled manpower is easily available. But unskilled labours are not able to operate latest type of machines, computers etc. if they get help from unskilled manpower the following problems come in front of them-

1. Slow production
2. slow production increases cost
3. Damage in machines
4. Regular repair work in machines, equipments and software, which again increases cost and affect production.

It shows that garment industries are having manpower for job but they are not skilled

and not helpful for modernization of industries.

The above discussion clearly shows that obtained data for Shortage of Manpower were found not significant in respect to all studied parameters, therefore the null hypothesis is accepted, it means shortage of manpower will not be having significant impact with the lack of skilled manpower in garment industry.

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