



IMPACT OF TRAINING & DEVELOPMENT AT TEXTILE MILLS

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Introduction

Textile mills purchase cotton and receive the bales from gin yards or cotton warehouses. These mills start with raw bales of cotton and process them in stages until they produce yarn (fibers twisted into threads used in weaving or knitting) or cloth (fabric or material constructed from weaving or knitting).

The first stage in yarn making is done in the opening room. Here, bales are opened and laid in a line on the floor, side by side, near a cotton-opening machine. This machine travels along the line of opened bales, pulling fibers to be sent to a mixing machine and then on to the carding system.

Carding is the process of pulling the fibers into parallel alignment to form a thin web. High-speed electronic equipment with wire-toothed rollers performs this task. The web of fibers is eventually condensed into a continuous, untwisted, rope-like strand called a sliver.

These slivers then continue to a combing machine. Here, the fibers shorter than half-inch and impurities are removed from the cotton. This process makes the sliver smoother so more uniform yarns can be produced. The drawing or pulling of this sliver is next.

The sliver is drawn out to a thinner strand and given a slight twist to improve strength, and then wound on bobbins (spools wound with the thread-like product for storage). Having completed this process, it is now called roving. The roving bobbins are now ready for the spinning process. Spinning and dyeing or bleaching is the last process in yarn manufacturing. Modern mills draw and twist the roving into yarn and place it on bobbins. They do this quite efficiently. With the use of automatic winding, the yarn bobbins are transferred to larger bobbins called cheese cones. These cheese cones can be stored until they are needed in the weaving process.

The manufacturing technology and machinery for cotton spinning and yarn making operation can be obtained from suppliers in Europe and Asia.

Training and Development

Employees Training is distinct from management or executive development. While the former refers, training is given to employees in areas of operations, techniques and allied areas, while the latter refers to developing an employee in areas of important techniques of the management administration, organization and allied areas. Training means to continuously nurture the employees or workers towards better performance in a systematic way. This can be either at the work spot or at the workshops. This is mainly to improve the technical skills of the employees or workers.

Development means bringing out the actual potentialities and thus willing to high motivation and commitment standards towards work. This will be generally with regard to improvement in the behavioral skills.

Concept of Training

Every organization need to have well-trained and experienced people to perform the activities that have to be done. So, every modern management has to develop human resource management. In a rapid changing society, employee training is not only an activity that an organization must arrange if it is to

maintain a viable and knowledgeable workforce. Training is thus a practical and vital necessity

Objectives of Training

- Training is mainly job-oriented.
- To impart the basic knowledge and skill to the new entrants and enable them to perform their jobs well.
- To teach the employees the new techniques and ways of performing the jobs and operations.
- To prepare the employees for higher level task and build up a second line of competent officers.

Benefits of Training Programme

A well-planned and executed training programme can provide the following developments:

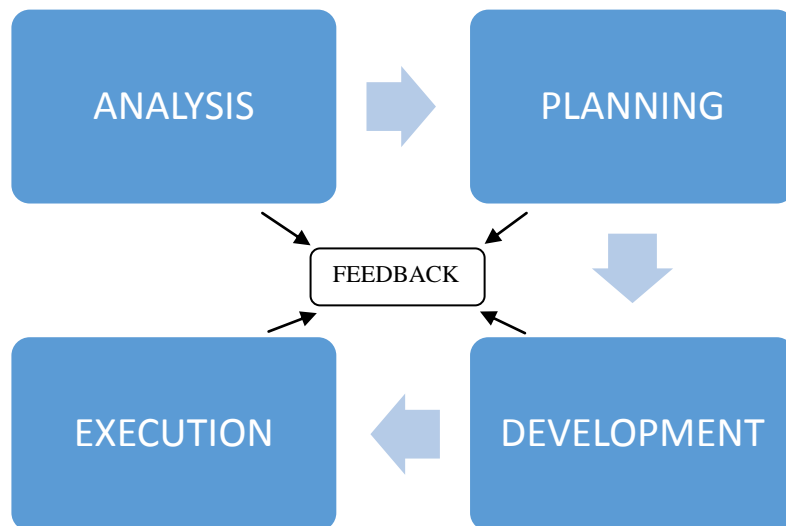
- Higher productivity and profitability.
- Better quality of work and best work methods.
- Less wastage of time during the learning period.
- Improves high morale among the employees.
- Personals growth of individuals.
- Low accident rates.
- Improves employer - employee relations.

Instructional System Development Model (Isd) Model

Instructional system development model or ISD training model was made to answer the training problems. This model is widely used now-a-days in the organization because it is concerned with the training need on the job performance. Training objectives are defined on the basis of job responsibilities and job description and on the basis of the defined objectives individual progress is measured. This model also helps in determining and developing the favorable strategies, sequencing the content, and delivering media for the types of training objectives to be achieved.

The Instructional system Development model comprises of five stages:

1. **Analysis** - This phase consist of training need assessment, job analysis, and target audience analysis.
2. **Planning** - This phase consist of setting goal of the learning outcome, instructional objectives that measures behavior of a participant after the training, types of training material, media selection, methods of evaluating the trainee, trainer and the training program, strategies to impact knowledge i.e. selection of content, sequencing of content, etc.



3. **Development** - This phase translates design decisions into training material. It consists of developing course material for the trainer including handouts, workbooks, visual aids, demonstration props, etc., course material for the trainee including handouts of summary.
4. **Execution** - This phase focuses on logistical arrangements, such as arranging speakers, equipment's, benches, podium, food facilities, cooling, lighting, parking, and other training accessories.
5. **Evaluation** - The purpose of this phase is to make sure that the training program has achieved its aim in terms of subsequent work performance. This phase consists of identifying strengths and weaknesses and making

necessary amendments to any of the previous stage in order to remedy or improve failure practices.

The ISD MODEL is a continuous process that lasts throughout the training program. It also highlights that feedback is an important phase throughout the entire training program. In this model, the output of one phase is an input to the next phase.

Training Procedure At Textile Mills

1. The purpose of this document is to ensure that training is organized in a systematic way after identifying the training needs related to product, managerial skills, Quality Management system & Environment health and safety management system.

2. Scope

This procedure covers all person(s) performing tasks for it or on their behalf that have the potential to cause a significant environmental impact(s) and who are exposed to work related health and safety risks identified by the organization or who can effect product/process requirement.

3. Responsibility

The concerned Head of Dept. is responsible for ensuring that adequate training is imparted to the department personnel working on behalf of department.

Research Objective

- To investigate the effectiveness of T&D.
- To general perception of members about T&D programme
- To suggest ways to makes it more effective

Sources of Data

The data collection for the project work from two sources i.e primary and secondary sources.

1) Primary Data

- Observation
- Questionnaire

2) Secondary Data

- Websites
- Transcripts of Books
- Journals

Limitations

- Due to the work pressure some staff members were not able to give the information in time.
- Sample size is small as compare to total employees that means sample size is comparatively small in accordance with the universe which is large enough, so the deductions drawn from the project can't be generalized or applied to other organizations.
- Time duration was very small.
- Some of the respondents didn't like to share their views and some were not aware about the fact.

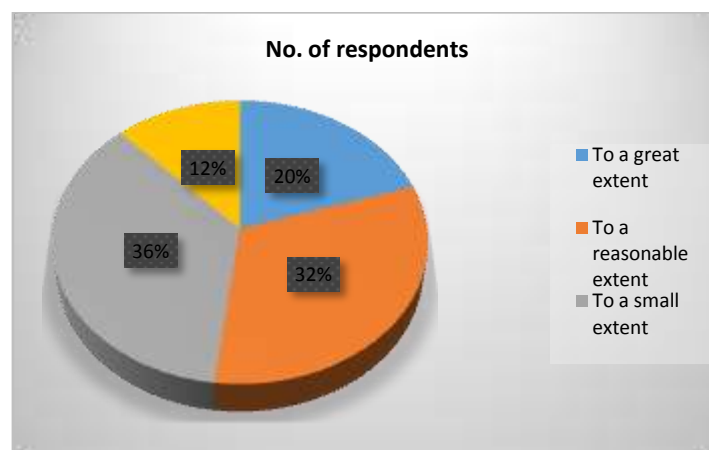


Fig no.1

In the above fig. no.1. It shows that major number of respondents felt that training aids were given in ORGANISATIONS to a reasonable extent, followed by many to a small extent, some to a great extent. But a little number felt that training aids were not given.

Effectiveness of Training Programs in the organization

After careful observation, the effectiveness of training program is found through the employees.

S.NO	OPINION	% OF RESPONSE
1	EXCELLENT	20%
2	VERY GOOD	67%
3	SATISFACTORY	11%
4	POOR	2%

Conclusion

TEXTILE companies should strive to be a learning organization & Training plays a vital role in this regard. This facilitates employees to learn new concepts and practices relevant to new situations. After the survey, it is evident that there are certain strengths and also the weakness in the present Training system, which has to be overcome. The perception of employees regarding the present training system brings out the facts that they are satisfied with the training process that is being practiced in the organization. It is noticed in the survey that the majority of the employees in the organization are aware of Training & Development. Which has made them more competent and professional. The employees want that their training should be organized keeping in mind the organization objective. Training improves interpersonal relationship. After analyzing it was found that maximum respondents are at the level of satisfaction but few are dissatisfied. After the whole analysis it was found that there are also some biases in organization. Training is cost effective in the organization and there should be nominations and assessment of training needs.

Suggestions

Based on the data collected through the questionnaire and interactions with the managers of Textiles mills, the following suggestions are made or consideration:

- The organization may utilize both subjective and objective approach for training programs.
- The organization may consider deputing each employee to attend at least one training program each year in order to improve efficiency.
- The internal training program can be beneficial to the organization as well as employees since it will help employees to attend their official work while undergoing the training.
- The organization should also focus on implementing personality development sessions for the employees.
- SAP training should be provided to those employees who require.
- Proper study material should be provided to the employees for the training program and the presentations should be more creative to hold the attention of the participants.

The organization can arrange the training programs department wise in order to give focused attention towards the departmental requirements.