

**KNITWEAR EXPORT INDUSTRIES LABOR EFFECTIVENESS AND
OBSTACLES FACED BY MEDIUM SIZED PRODUCTION UNITS**

Mrs. K. P. Maheswari

Research Scholar, (Part time Ph.D), PG and Research Department of Commerce, Thanthai Periyar Government Arts and Science College (Autonomous), Affiliated to Bharathidasan University, Thiruchirappalli – 620 024, Tamil Nadu, India. E-mail: mahatup@gmail.com
ORCID id: 0000-0002-3174-9351

Dr. M. Hema Nalini

Research Advisor, Associate Professor, PG and Research Department of Commerce, Thanthai Periyar Government Arts and Science College (Autonomous), Affiliated to Bharathidasan University, Thiruchirappalli – 620 024, Tamil Nadu, India. E-mail:
hemaevrcommerce@gmail.com

ABSTRACT

The majority of countries' economies heavily depend on production of knitwear. One of the furthestmost cutting-edge universal manufacturers of knitwear is Indian knitting industry. Because of its extensive manufacturing capacity and influence on economy and export market, Tirupur district knitwear has played a significant role in apparel industry. Practically all productions depend on human capital, which is a crucial component of sector. The goalmouth of present research remained towards examine manufacturing labor obstacles and effectiveness. We surveyed eight medium-sized Tirupur district knitwear businesses. Due to a lack of technical knowledge and training, data collected as of 240 respondents' shows that labor effectiveness of workforces remained low-slung to adequate. Lack of training, absence of incentives, lower pay, plus difficult working conditions were cited as communal issues among the majority of industrial workers. Data collection results suggest increasing labor effectiveness among manufacturing labor; need-based trainings and minimal level of education are required.

Keywords: Labor Efficiency, Knitwear, Productive Work force, Garment Industry.

INTRODUCTION

Tirupur district is a significant trade hub in India. It is prominent for fabrication of knitwear and is a main source of foreign exchange for the India. Tirupur district has a unique major occurrence at the lower end of the worldwide hosiery and knitwear marketplace. The prominent and mature worldwide knitwear hub hosts an order of knitwear processing units such as knitting, dyeing, printing, embroidery, compacting, calendaring, cutting, stitching, ironing, packing, inspection and shipment. All these divisions are labor concentrated and employees at entirely play a crucial role in processing garments to meet deadlines and buyer stipulations. Majority of the workforces in the medium size production units such as garment assemblage division , complete garment, over locking, tailoring/Sewing, shoulder joining, placket making, collar attachment, neck tape attachment, pocket attachment workforces even still the employees are skill and qualified they are facing the problems like self-understanding of the work, skill to

match the policy specification given by the superintendent, requirements of additional time to complete the allotted task, requirements of additional time toward accomplished the allotted charge, amount of times work has to be frequent due to some changes, talent to work on more innovative and computer aided machines, skill to repair small break downs in machines, ability to interconnect their problems with senior expert. Therefore, strong needs to study the employees effectiveness and obstacles faced by medium sized production units of knitwear garment industries in Tirupur district.

REVIEW OF LITERATURE

Ogunniyi (1985) is of the view that an worker can do more efficiently if working out prepares workforces with the familiarity plus ability to do their current jobs, together with predictable enlargement inside the jobs, although improvement prepares supervise by the progress of their capacities for difficult accountabilities in forthcoming.

Premi (1997) expressed about the high skilled training and expert action which aids in enlightening the complete recital of the company.

Rowlinson and Proctor (1999) states that the worker effectiveness, efficiency, quality, and productivity are all related to organizational performance, additionally, in order to boost productivity, it is necessary towards have a trained, educated, and efficient staff that is capable of multitasking.

Schumacher (2001) divulges as to a skilled crew is needed in a knitwear plant to create a wide range of items. Progress begins with "people" and their organization, organization, and discipline rather than with "things."

Bonner and Sprinkle, (2002) in addition to technical advancement, which can be enhanced through staff education and training, worker efficiency plays a critical role in any organization's success. Generally speaking, various financial incentives are designed to boost worker power, which in turn boosts performance, productivity, and competence.

Beiler et al (2008) narrated the study on the garment labour by one of the most significant issues facing the industry is that the workforce is primarily untrained and migratory, adding to the difficulties for business owners. The Ludhiana knitwear sector is only operating at about 60% of its potential due to manpower issues.

Jaswal (2010) divulges the moderately large outputs remain those whose additional five crore rupees in plant and machinery investment does not surpass ten crores.

Kucharcikova (2011) narrates the for Indian industry to successfully compete in the global market, it must increase its performance in terms of productivity, quality, lead-time, and technology upgrade. For operation and maintenance, modern know-hows currently require people who are completely qualified and effective. In order to boost the productivity of the industrial staff, training and retraining are required.

Shanmugasundaram (2011) states about working out and growth are anticipated to have extremely positive effects on increasing worker productivity now some expanding association and need-

based working out will lone is effective if the industry promoters are aware of the remaining skill sets and the gaps.

Lohana (2014) reveals that the backbone of the Indian economy is small and medium-sized businesses (MSMEs). They offer a national income distribution that is fairer, provide instant large-scale employment, and facilitate the efficient mobilization of resources—both capital and labor—that could otherwise go unused.

Mander (2015) conducted a study on The Ludhiana industry suffered from the government's unfriendly regulations, high taxation, expensive power, manpower shortage, and delays in refunds, all of which contributed to the sector's demise.

The goal of the current research is towards evaluate the manufacturing workforce's working efficiency, identify any obstacles they may encounter, and make recommendations for improving their productivity.

STATEMENT OF THE PROBLEM:

This research is undertaken to study about the production department labor effectiveness and the obstacles and difficulties faced by the labors in accomplishing the process especially in the medium size export garment industries. The reason to choose the medium size units of export garment industry is that the production department is the main section in order to accomplish the export order within shipment date, with quality and quantity, so the labor who are waged in these production are playing a main role. Hence, this study is commenced to analyze whether the labor in medium size garment knitwear units are with the skill, work experiences, proper training before and after the appointment.

OBJECTIVES:

The study's primary goal is to investigate the labor effectiveness plus obstacles faced by medium sized production labor of units in Tirupur district in knitwear garment industry.

1. To identify that the medium size production labors are with skill, educational qualification, work profile, proper training and labor effectiveness in the garment sector of Tirupur district industries.
2. To evaluate the major difficulties faced by production workforces by using weighted mean score.
3. To put some suggestions for improving labor effectiveness to overcome the major production difficulties of the knitwear garment industries.

MATERIALS AND METHODOLOGY:

This is an empirical study that used both Primary data and Secondary data.

Primary data were composed from the eight medium size knitwear production workers. The secondary data were collected from the journals, periodicals; websites etc. To examine the labor effectiveness of production workforce, a structured interview schedule was created for the research project. The timetable was created using both personal experience and a rigorous analysis of the

literature. Eight medium-sized knitwear units in the Tirupur district were randomly chosen to participate in the study. To increase the validity and reliability of the evidence, each respondent was contacted and personally interviewed. On their appeal, the names of the designated units have not been made public. A total of 240 respondents (30 from each industry) stayed purposefully chosen based on their ongoing work descriptions and the recommendations of the associated production managers. Data is gathered based on socio-personal characteristics, employment history, skill sets, and productivity. Weighted Mean Score (WMS) was utilized in this study to assess and identify the main issues faced by production workers.

DATA ANALYSIS AND INTERPRETATION:

The findings on the socio-personal background, educational background, work profile, working environment, and productivity of production labor are summarized.

After data analysis, it was discovered that 43.3 percent of the accused were in the 25–34 age range, while only 12.5 percent were in the 15–24 age range. This difference can be attributed to the fact that businesses prefer to hire individuals with experience. The data also showed that most of the respondents (56.25 percent) were married are divulged in the table no. - 1.

Table No. - 1: Details of Socio-Personal Background

S.No	General Profile	Respondents	
		Total	Percent
1.	Age (Years)		
	15 -24	43	12.5
	25 -34	85	43.3
	35 -44	80	29.2
	45 and above	32	15.0
	Total	240	100
2	Sexual category		
	Man	160	66.7
	Woman	80	33.3
	Total	240	100
3.	Marital Status		
	Married	135	56.25
	Unmarried	105	43.75
	Total	240	100

Source: Compiled from Primary data

It was discovered that 25.8 percent of the accused had just completed their primary education, plus relatively a small number of them were post graduates. Despite working as permanent labors of

the chosen units, those with formal training or a technical certification made up only 29.2 percent of the manufacturing labor. Additionally, according to the data gathered, 39.6 percent of the workforces had more than 10 years of experience, demonstrating that businesses frequently hire experienced workers regardless of their educational and professional background are revealed in table no. - 2.

Table No. - 2: Qualification Details

S.No.	Particulars	Respondents	
		Total	Percent
1.	Educational Qualification		
	Illiterate	30	12.5
	Primary education	62	25.8
	Middle School	78	32.5
	Under Graduate	53	22.1
	Post Graduate	17	7.1
	Total	240	100
2.	Technical Qualification		
	Yes	70	29.2
	No	170	70.8
	Total	240	100
3.	Experience (Years)		
	1-5	64	26.6
	6 – 10	81	33.8
	More than 10	95	39.6
	Total	240	100

Source: Compiled from Primary data

Three major components, namely pre-sewing, sewing, and post-sewing procedures, are used to categories knitwear. Clothing production requires a lot of effort, especially during the assemblage (sewing) phase. The basic single needle machines used for sewing are adaptable, but they still require highly competent tailors to sew the outfits. According to the data, the production department's tailoring sector employed 45.8 percent of the labors. 36.2 percent of the employees in the tailoring/sewing division worked on attaching collars, while 38.7 percent produced plackets. The shoulder joining section only accounted for 5.3 percent of the labors are disclosed in table no. - 3.

Table No. - 3: Details of the Work Profile

S.No.	Work Profile	Respondents	
		Total	Percen
1.	Garment Assemblage Section		
	Whole garment	55	22.9
	Over locking	75	31.3
	Tailoring/Sewing	110	45.8
	Total	240	100
2.	Type of work in tailoring/sewing		
	Shoulder joining	13	5.3
	Placket making	93	38.7
	Collar attachment	87	36.2
	Neck tape attachment	14	5.8
	Pocket attachment	33	13.8
	Total	240	100

Source: Compiled from Primary data

According to the research, 72.9 percent of the labor did not have a self-understanding of the effort. The majority of the workers nearly 77.1 percent were able to meet the requirements for the projects that the superintendent frequently provided. The majority of responders (44.6 percent) was unable to complete their assignment on time and had to put in additional hours. Numerous types of yarns and other raw materials are used by the knitwear industry to create a wide range of clothing. A requirement for specialized machines or adjustments to the current machineries results from all these variances. As a result, a lot of knitwear companies are making an effort to embrace modern technology to increase efficiency. Only a relatively small percentage (31.3 percent) of the chosen personnel was found to be skilled at working on more advanced, automatic, and computer-assisted devices. A significant portion of the workforces (52.1 percent) were unable to fix minor machine malfunctions. The statistics also showed that most workforces must repeat their efforts once, twice or three times in order to make adjustments to tailoring. The findings show that the majority of respondents (59.2 percent) were unable to link their problems or issues with the senior specialist as a result of which they wasted some time trying to solve their problems on their own are revealed in table no. - 4.

Table No. - 4: Details of the Working Efficiency

S.No.	Particulars	Respondents	
		Total	Percent
1.	Self-understanding of the work		

	Yes	65	27.1
	No	175	72.9
	Total	240	100
2.	Capability to match the design specification given by		
	Always	55	22.9
	Most of the times	185	77.1
	Total	240	100
3.	Requirements of extra time to accomplished the allocated task		
	Always	43	17.9
	Most of the times	107	44.6
	Sometimes	80	33.4
	Never	10	4.1
	Total	240	100
4.	Number of times work has to be frequent due to certain changes		
	0 – 1	48	20
	1 -2	97	40.5
	2 -3	75	31.2
	3 -4	20	8.3
	Total	240	100
5.	Capability to work on more innovative and computer assisted machines		
	Yes	75	31.3
	No	165	68.7
	Total	240	100
6.	Capability to repair small break downs in		
	Yes	115	47.9
	No	125	52.1
	Total	240	100
7.	Capability to communicate their difficulties with senior authority		

	Yes	98	40.8
	No	142	59.2
	Total	240	100

Source: Compiled from Primary data

The table no. - 5 elucidate the dispersion of labors in response to various obstacles that impact their ability to function effectively. It was noted that lack of training received a first rank with WMS 2.45 and that no incentives received a second rank with WMS 1.25 for their greatest performance. With WMS 0.60 and 0.35, respectively, lower pay and difficult working conditions were given third and fourth place. Regular machine itemizations and Non-availability of line supervisor are placed in fifth and sixth rank.

Table No. - 5: Major Difficulties Faced by Production Workers

Problems	Score	WMS	Rank
No training	294	2.45	1
No incentive	150	1.25	2
Non-availability of line supervisor	3	0.03	6
Less compensation	68	0.60	3
Regular machine itemizations	14	0.12	5
Uncomfortable working aids	42	0.35	4

WMS=Weighted Mean Score

GAP AREAS:

It was discovered during the data analysis that there were certain gaps between the production that was anticipated and the production that was really occurring in various industries. These gaps' causes have been attempted to be determined, plus they are itemized as follows:

- Unskillful labor, as the mainstream of the workforce only had primary level and no formal training in their fields.
- Work was not completed in the allowed time due to poor time management on the part of the staff.
- Due to the labors' lack of self-understanding of the allotted work, time was wasted explaining every little detail to them.
- Labors were unable to multitask because of their adherence to the chain production method.
- Minor alterations forced labors to repeat their job, which negatively impacts their productivity and ability to meet lead times.
- As a result of the workers' lack of attention to quality, repeated labor was necessary.
- Due to disruptions in the efficient work flow, the majority of employees had insufficient grasp on how to fix the minor technological obstacles.

FINDINGS FROM THE STUDY:

The primary outcomes of the research exposed that

- The majority of responders, followed by matriculates, had only completed their primary school. Only two of the entire production workers had formal training before starting their jobs.
- Most of the employees worked in the sewing section. Due to flaws like jumped stitches, inappropriate placket stitching, rough thread length, etc., they had to duplicate their labor.
- More than 50 percent of employees ask for more time to complete the tasks given to them, and almost 61 percent of employees every time needed help from stylists otherwise line managers to recognize fresh patterns.
- Around wasn't a solitary employee who could operate cutting-edge mainframe-aided equipment, and the bulk needed technical know-how to repair minor disruptions.
- 60 percent of the production staff was unable to communicate with their superiors about any problems or obstacles they encountered during the production process.

RECOMMENDATIONS FOR REFINING LABOR EFFECTIVENESS:

According to the study's findings, the production managers were given some advice on how to increase the effectiveness of their labors. These are listed below:

- All employees should have at least a matriculation, as this establishes the foundation for comprehension of the instructions delivered.
- Employees ought to be in possession of a degree or credential in their field since this one remains a precondition aimed at additional ability expansion and confirms the foundational knowledge needed for a variety of job profiles.
- The industry or any other party should have an impact on consistent training to educate time management and multitasking to productive workforce.
- To encourage employees to be punctual and work well, industries may also consider implementing incentive or bonus programmes.
- Industry should require skill upgrades for employees, and workers should be held personally accountable and get compensation for doing so.
- Operational effectiveness should be scrutinized, and break areas must be frequently recognized to provide preparation that is based on need.

CONCLUSION:

Labor effectiveness shows an imperative part in the effort recital of employees in the medium sized knitwear units. It is extraordinary time for the owners of knitwear companies to realize that the impact of labor effectiveness from the employees will have an impact on production performance. Thus, training is a requirement in the knitwear industry to discourse all of the aforementioned issues that have an impact on the labor force's productivity. Major issues with fabrication labor include lack of incentives, less' compensation, and the complete lack of trainings. The most important abilities are identified in production labor in medium-sized knitted garment factories of Tirupur district are technical expertise, self-awareness of the work, and drive to succeed. Therefore medium sized fabrication units should take accountability for educating the labor effectiveness

works with physical, mental and emotional well-being finished charming to the next level and remove the obstacles.

REFERENCES:

- Ogunniyi O, Practical Guide to Staff Performance Appraisal *'Folio Nigeria Co.ltd., New Delhi'* 1985, pp. 3.
- Premi, G D, HRD-Correct Methodology and Training, *Clothesline* 1997, pp. 90-91.
- Rowlinson, M., and Proctor, S. Organizational Culture and Business History. *Organization Studies* 3, 1999 pp. 93-96.
- Schumacher. E F, Cited in Knowledge worker 's hold key of garment industry 's future by Ramaswamy. *The Indian Textile Journal*, 2001 pp. 33-35.
- Bonner, S.E. and Sprinkle, G.B., 'The Effects of Monetary Incentives on Effort and Task Performance: Theories, Evidence, and a Framework for Research', *Accounting, Organizations & Society* 2002, pp. 303- 345.
- Beiler A, Lindberg I and Pillay D, Labour and the Challenges of Globalization: What Prospectus for Transnational Solidarity? (*Pluto Press, London*) 2008, pp. 11-12.
- Jaswal A, Micro, Small and Medium Enterprises Development Act, 2006 (Law, Policies and Incentives. *'Bharat law House Pvt. ltd .New Delhi '* 2010, pp. 86.
- Kucharcikova, Human Capital - Definition and Approaches, *'Human Resources Management & Ergonomics Journal '*, 5, 2011 pp. 203-205.
- Shanmugasundaram S and Panchanatham N, Embracing Manpower for Productivity in Apparel Industry. *International Journal Innovation, Management & Technology* 2, 2011 pp. 232.
- Lohana S, Micro, Small and Medium Enterprises (MSMEs) for Inclusive Growth *'New Century Publications, New Delhi '* 2014, pp. 3-4.
- Mander M, A bumpy ride for state's industrial hub *'Tribune News Service '*, Ludhiana 2015, pp.2.