AN OVERVIEW OF HR CHALLENGES AND OPPORTUNITIES IN TEXTILE INDUSTRY:
CURRENT SCENARIO

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ABSTRACT

This paper will recognize the HR (Human Resource) problems in textile industry and suggest remedies that will solve those HR problems and opens a new door of opportunities for HR in textile industries. The objectives of this study to determine the various factors which affects on HR in textile industry and find out what are the HR challenges exist?, how to solve that HR challenges? For this research data were collected by taking interviews and filling up questionnaires from preferred textile industries HR. After examining the data, we find out the primarily challenges such as lack of training, low educated employees and decision making of textile industries. It is essential for every textile industry to adopt the suggested human resource practices for the development of organization. This paper also studies the human resource opportunities in textile industries and this study is useful for future researchers.

KEYWORDS: HR Challenges, HR Opportunities, Low-Educated Employees, Textile Industries

INTRODUCTION

The Indian textile industry has a tremendous existence in the Indian market. It is second largest employer after Agriculture in India. Currently, it contributes about 14 percent to industrial production. Textile industry provides one of the most basic needs of people and holds the importance in maintaining growth and quality of life. Textile industry is a major contributor to the Indian economy or it has been a mother of industry of the Indian economy. The origin of textile mill established at Ford gloster near Kolkata in year 1818. These industry has a significance presence in Indian as well as international economy. It contributes to the industrial production, employment and export. Human Resource is a term that is used in business to refer to the people who work for a company or organization. Human resource can be defined in several factors. The suggestions of that Effective HR depends on the skills, potentiality and experience. Textile mills industry has acquired a significant place in the set up of the Dhule district because of a large scale production of cotton. Textile Industry provides a large number of employments to persons in rural as well as urban areas. The textile industry includes every business involved in growing or producing fibers, such as those who make the fiber into yarn; those who make the yarn into cloth; and those who dye, bleach and finish the cloth.

Then there are the wholesalers and retailers of all these textiles, and the products that are made from them. Dhule district is having 681 villages from the four District blocks Dhule, Sakri, Shirpur and Shindkheda. As per the census 2001, out of total population 73.89% population belongs to the rural area and 26.11% reside in urban area. Dhule and Shindkheda blocks are non tribal and Sakri and Shirpur block comprises of partial tribal community. There are eight textile industries in Dhule region. Dhule is located in the northern side of Maharashtra. Agriculture is the backbone of the economy of this district. Total cultivated area in this district is 4.64 lacs ha and net cropped area id 4.16 lacs ha around 75% of urban population and around 95% of rural populations engage in agricultural sector as a farmer or labour. Cotton is the main crop of the district. Raw materials for textile industries are easily available in this area. Therefore there is remarkable growth of
Textile industries in Dhule district. These industries provide employment to a large portion of the population. Finally the study tries to bring out the challenges and issues faced by the textile industries HR in the current scenario and find out the new opportunities are comes with this competitive era. It’s the point of assessment of this study. After details examining of the data, we find out the major different challenges such as lack of training, low educated employees and decision making of textile industries etc. are the challenges in front of HR.

It is true that the overcoming the HR challenges could be improved efficiency and productivity of textile industry. If textile industries provide good working condition, welfare facilities sufficient salary, fringe benefits, training facilities to upgrade Human Resource knowledge. With the globalization, textile industry is aware of the need for having capable human resource and developing distinguished skills.

LITERATURE REVIEW

In this, we are going to convey the literature review of the important concepts will be given. After that, different literature review will be given. It is significant that research will explore on one specific part i.e. Human Resource. There have been several studies done on HR, but these studies and efforts made over the field of HR challenges and opportunities in study area. There have been several studies done on Textile labours. Some of them have been reviewed and presented. In May 2010, Huakuai huang bo wai studies the “The HR Managerial Problems of Medium & Small Private Companies in China.” V.S.Mangnale (1987), worked on “labour absenteeism in Textile Industry in Solapur”. D.C.Mathur in his book “Personnel Problems and Labour Welfare A study of cotton textile industry (1993)” had explained about personnel management in the cotton textile industry. B.Sabhoo (1993) in his research work he explained the problems and prospects of textile industry with special reference on the productivity of large and small scale industries.

OBJECTIVES

- To study various factors this affects the efficiency and performance of the human resource working in textile industry of Dhule district.
- To suggest various techniques for overall development of Human resource working in study area and to enhance their efficiency.
- To give an idea of the new opportunities for human resource of textile industries in study area.

HYPOTHESIS

- Human Resource Potentiality Improves the Efficiency and Productivity of Textile Industry

HR CHALLENGES

New Technological Changes in the Textile Industry

The challenges of the work environment of this current scenario have created new knowledge, ability, and talent requirements for human resource. For example, ongoing developments in new technology are redesigning the process of production, and the talent requirements of job.

Most employees are use a new technology like computer, the Internet or some other machinery in textile industry it’s a form of new technology at working area, in the upcoming, days the fast speed of technological development is seen and it increases the demand for high skilled and well-qualified human resource. This involve that workers, particularly older workers who may not have been ready to changes with new technology, for this purpose need to engage in training activities to remain capable in the work force.
Lack of Training

The textile industry has a higher ratio (73%) of male workers and only (27%) of female workers. A higher proportion of textiles workers have no degree, certificate, diploma (29%). respondent of the textile industry survey and the interviews were asked about how they provided training to their Human Resource. formal training was given by 68% of textile industry and informal training by 32%. Textile industry in small scale is less likely to be able to provide skills development for human resource. It is also possible that the absence of human resources plan for the skills development. In the textile industry survey, 16% of respondents felt that to training for existing workers. 52% are stated a lack of training to their textile industry. It’s a’ needs to providing training. Internal training was used to develop skills in the use of machinery and equipment in the working area.

Low Educated Employees

The new scenario of 21st century must increase the number of workers with the rising demands that owners should strengthen human resources so that can keep Textile industry is running. Human capital is an important resource in a textile industry. It can increase competitive advantage and makes success, but it is also the biggest problem faced by the industry is the most of the respondents are low-educated or not getting any type of technical education. So it’s a harmful thing for the development of textile sector.

Wrong Decision Making

HR Managers make efforts to alter this situation lately, but there are several problems are often including, like training textile sector focus, production and training environment. Each of these will have the greatest impact on the final decision. It’s more important because it affecting HR life, livelihoods, and safety. Decision making is an important part in professional lives.

HR OPPORTUNITIES

Many textile sectors provide an opportunity for quality improvement such as: plan, new technology, education and training. Understanding of these areas may help much in quality improvement. Increase demand and consistent growth rate indicates that human resource has great opportunities to utilize its’ capacity for foreign markets. Increasing health consciousness of human resource goes to use natural textile products from artificial one. So, tendency might increase the global market.

RESEARCH METHODOLOGY

The study involves the data collected from the primary as well as secondary sources. The primary source is workers or employees and employers/authorities of textile Industries in Dhule district. For this purpose separate comprehensive Questionnaires will be prepared to intend for the obtaining necessary information the questionnaires were designed in such a way to meet the requirements for the study.

The area chosen for the field work is Dhule district. The respondents will be contacted personally and relevant information is availed through the questionnaires as well as personal interview from workers and office staff of textile industries in Dhule district. The study has also drawn upon various industrial reports. A Dhule district Textile industrial area is represent a broad sample of data for organizations. This data is use for to test the above hypotheses which are obtained from a sample survey of these organizations. The Secondary data will be collected and referred from journals, annual reports, news papers, books and references, diaries, websites, Government Circulars etc.
SAMPLING DESIGN

There are eight textile industries in Dhule region. Among them five industries are selected randomly. This sector provides an employment to large portion of the population of Dhule district. Considering this factor of selection of respondents will be made deliberately a sample procedure. The following selected Textile industries and numbers of employees working there are given below. Table 1

Table 1: Selected Textile Mills and Number of Employees

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Name of Textile Mills</th>
<th>No. of Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Priyadarshani Sahakari Sut Girani Ltd., Shirpur</td>
<td>437</td>
</tr>
<tr>
<td>2.</td>
<td>Dessan Cottex Pvt. Ltd Tande, Shirpur</td>
<td>326</td>
</tr>
<tr>
<td>3.</td>
<td>Vitthal Textiles Pvt. Ltd Tande, Shirpur</td>
<td>245</td>
</tr>
<tr>
<td>4.</td>
<td>Dwetta Garments, Shirpur</td>
<td>221</td>
</tr>
<tr>
<td>5.</td>
<td>Jawahar Sahakari Soot Girani Ltd., Dhule</td>
<td>371</td>
</tr>
</tbody>
</table>

The study is HR Challenges and opportunities in textile sector in Dhule district, five mills were selected for the survey of employees. The sample survey was done among 400 workers approximately 25% of the employees. From selected textile industry there are 80 employees from each industries selected.

DATA ANALYSIS

The data have been collected from personal and schedule interview, the questionnaires is filled from employees. Then the collected data is categorized into tables for the further processing.

Educational Classification of the Respondents

Education is one of the most important causes that influence the workers in the working area. The selected respondents classified into school, high school, technical education, diploma. Table 2 shows the details of it.

Table 2: Educational Classification of the Selected Respondents

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Level of Qualification</th>
<th>No. of Respondents</th>
<th>Percentage of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>School</td>
<td>247</td>
<td>61.75</td>
</tr>
<tr>
<td>2</td>
<td>High School</td>
<td>103</td>
<td>25.75</td>
</tr>
<tr>
<td>3</td>
<td>Technical Education/Diploma</td>
<td>50</td>
<td>12.5</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>400</td>
<td>100</td>
</tr>
</tbody>
</table>

Income Classification of the Respondents

Income earned by respondents is also considered for this study. It’s classified into below 5000, above 5000. Table 3 shows the details about the income classification as follows.

Table 3: Income Classification of the Selected Respondents

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Level of Income</th>
<th>No. of Respondents</th>
<th>Percentage of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Below 5000/-</td>
<td>132</td>
<td>33</td>
</tr>
<tr>
<td>2</td>
<td>Above 5000/-</td>
<td>268</td>
<td>67</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>400</td>
<td>100</td>
</tr>
</tbody>
</table>

After analysis of data we found that in sample data there is 62% of workers are getting education up to school level, 26% getting high school and 13% of technical education. About the income classification 33% of HR getting less
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than 5000 payment and 67% of people getting above 5000 payment. Unskilled employees are 23%.

CONCLUSIONS

Dhule district’s textile industry is going through hard-hitting time in now a day. There HR challenges effects on these textile industries very badly. Dhule district’s textile exports in turn have gone down during the last two years. There is also a lack of research & development (R & D). The production capacity is very low due to lack of training for HR, low educated employees and decision making of selected textile industries as well as Old machinery & technology. The above all factor increases the challenges for HR. There is a need for skill development and therefore, the role of HR Manager is becoming more important. It is vital that HR understand the changes and develop accordingly for upcoming opportunities.

REFERENCES

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