TRAINING NEED ASSESSMENT OF WOMEN WORKERS IN MANUFACTURING INDUSTRY

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Abstract- **With changes coming in every sphere of business and life, the training function / system has also undergone various changes. And that too, when we look at the training function from women workers' perspective, a lot more need to be known and understood. The main objective to conduct this survey is to know the changing aspects/perspective regarding changes expected/required in the training function. The another objective is to study the training function at Sahiba Fabrics Limited, to study the women workers' perspective regarding various aspects of training function at Sahiba Fabrics Limited., to identify flows, if any, in the total training function and have the suggestions of workers regarding training and accordingly suggest the remedial measures , if required.**

Index Terms- Changing paradigms, Training Function, Women Workers, Obstacles in training, Computer training

I. INTRODUCTION

This article is undertaken for studying the **"CHANGING PARADIGMS OF TRAINING FUNCTION-A STUDY OF WOMEN WORKERS' PERSPECTIVE"**. It provides the explanation regarding the changing paradigms of training function in the labour oriented industry – textile Industry pioneer - Sahiba Fabrics Ltd., Jolwa (Surat –Gujarat) .

With changes coming in every sphere of business and life, the training function / system has also undergone various changes. And that too, when we look at the training function from women workers' perspective, a lot more need to be known and understood. The main objective to conduct this survey is to know the changing aspects/perspective regarding changes expected/required in the training function. The another objective is to study the training function at Sahiba Fabrics Limited, to study the women workers' perspective regarding various aspects of training function at Sahiba Fabrics Limited., to identify flows, if any, in the total training function and have the suggestions of workers regarding training and accordingly suggest the remedial measures , if required.

I have used Descriptive Research Design for the purpose of survey. The reason behind using this method is that through the survey I am describing the actual situation and not finding the reason for that particular situation. This Research Design has helped me to describe the characteristics of a particular group. This also helps to know their tendency and perception towards training function of the compnay.

I have used Convenience Sampling, to get better results. In this I have met those employees who are supportive in nature to talk.

I have taken the sample size as 80 people from Shifley Department of the company. This sample size is better to represent the whole population because it has been collected from all the shifts.

Primary data is used for the purpose of study. This primary data has being collected through a detailed Structured, Non-disguised questionnaire. This questionnaire contains Likert scale questions, Multiple-choice questions etc.

The data are analyzed through statistical software called SPSS (Statistical Package for Social Science) and Excel. I have used Frequency distribution table, t – Test, Cross tabulation and Chi – square to interpret the data. The interpretation is also graphically presented through Bar chart.

From this survey we can conclude that at Sahiba Fabrics Ltd., Jolwa, the training function is seen in a different light by the women workers. The findings point out the following changing paradigms of training that should be taken into consideration.

- ✓ Time duration of training
- ✓ Cost of training
- ✓ Obstacles of training like feeling of boring, wastages of time, not well planned, etc.
- ✓ Introduction of safety awareness training, negotiation skills training, occupational training.
- ✓ Language problem with trainers.
- ✓ Introduction of rigorous computer training
- ✓ Training separated for experienced and fresher.

The finding of this survey will go a long way in helping the company for better understand not only surveyed employees but all remaining employees also. Also it will help them in the making this training functions more effective through employees better support .

II. RESEARCH METHODOLOGY

OBJECTIVES:

Primary Objective:- To study the women workers' perspective regarding changes expected/required in the training function.

Secondary Objectives:-

- ❖ To study the training function at Sahiba Fabrics Limited.

❖ To study the women workers' perspective regarding various aspects of training function at Sahiba Fabrics Limited.

❖ To identify flows, if any, in the total training function.

❖ To have the suggestions of workers regarding training and accordingly suggest the remedial measures, if required.

RESEARCH METHODOLOGY:

Before starting the auther has discussed with guide at the company, and few women workers about their training function. She did general talk on the same topic with the managers also. During this EXPLORATORY RESEARCH, She came to know about the aspects of training and the need of the company. On this basis She made questionnaire for further research.

For this problem, the research design is DISCRIPTIVE CROSS SECTIONAL RESEARCH DESIGN. As Auther have tried to give answer of questions like. What, why, etc, it is descriptive research design. And as the study is conducted only at a particular point of time- the study would not be done again- it is cross sectional research design.

PRE TESTING:

The pre testing was conducted on 4 to 5 workers in the Shifley Department of the company. According to their response the necessary modification was made in questionnaire.

RESEARCH DESIGN: Descriptive Cross-sectional Research was adopted for this topic.

SAMPLE DESCRIPTION: In this study the target population is of machine operators and helpers of the Shifley Department of the company.

SAMPLE SIZE: 80 out of 140 were interviewed as respondents.

RESEARCH INSTRUMENT: The questionnaire was used as research instrument. That contains Multiple options questions and Open ended questions.

DATA COLLECTION: Two kinds of data were collected.

1 Primary data

2 Secondary data.

1. Primary Data: Primary data was collected through a structured questionnaire containing open ended and close ended questions. Most of the questions have been framed using the Likert Scale.

2. Secondary Data: Various research papers related to the topic, web sites, books pertaining to the domain etc. have been studied thoroughly to develop an understanding of the topic.

SAMPLING DESIGN:NON PROBABILITY CONVENIENCE TECHNIQUE was used for selecting samples. As the sample site was Shifley Department of company, the probability of all other women workers of department, to be selected as sample, were not same. And even in selected sample site, who so ever women workers were available, was interviewed and so it is convenient sampling.

Non-Probability Convenience Sampling method has been used for conducting the survey and the total sample size was 80, which were distributed as follows:

- Machine Operators(40)

- Helpers(40)

For analysis, following statistical tests have been used through SPSS:

-Cross Tabulation

-Chi-Square Test

-T-test

- Frequency Analysis

III. FINDINGS AND CONCLUSIONS

❖ The statistical analysis results that most of the women workers (57%) believe that the training should be given for understanding the operations of the job, 23% workers believe that training should be given for boosting the confidence level of employees and 19% believe it that due to new technology it should be provided.[Frequency Analysis][Q-4]

❖ Mostly 92% of the women workers i.e. 46.3% machine operators want that the company should bear the cost of training.[Cross-Tabulation][Q-6+Designation]

❖ The women workers agree that training is worth value for them, their skills and abilities have been improved through training, all the concepts were new to them

thus interesting for them. They strongly agree that training is really a necessary part of their job. The facilities during training are really appreciable and fit to their requirements.[T-Test][Q-1,2,3,5,11]

❖ They also strongly agree that the training areas need to be modified, internal trainers are not enough- they need external trainers also and on the job training is sufficient for them. They agree that language of the trainers is sometimes a barrier for them to understand the concepts. The time chosen for training is not well and proper. But they also agree that training has improved their competencies.[T-Test][Q-4,8,9,10,13]

❖ All the fresher machine operators and helpers feel that they get adequate training and experienced workers say that training is not adequate.[Cross Tabulation][Q-7+Q-1(Experience)]

❖ The experienced workers doesn't find obstacles in training sessions but fresher which are less than 3 months experience feel that they take their precious time(23% workers), boring sessions(24% workers) and 35% workers observed no problem.[Cross-Tabulation][Q-9+Experience]

❖ 25% helpers and 16.3% machine operators agreed that they get adequate training, 23% helpers and 32.5%machine operators partially agree that they get adequate training[Cross-Tabulation][Q-7+Designation]

❖ 41.3% workers (25% fresher and 17% experienced) agree that all the objectives are met but 51% workers say that some objectives are met only. And other say that objectives are met according to the need.[Cross Tabulation][Q-11+Designation]

❖ Workers less than 3 month experience (57%) and workers from 3 to 6 months experience (33%) agree that training is worth value for them. And more experienced are less valuing the training.[Cross Tabulation][Q-1+Experience]

Question:

"I think training areas need to be modified."
[The objective is to know that whether the respondents want changes in the training area or not.]
TEST VALUE AT 1
NULL HYPOTHESIS (HO): There is no significant difference between calculated mean and hypothesized mean **(2)**. In other words, we hypothesize that the

respondents agree that training area need to be modified.

i.e. H$_o$: x = μ = 1

ALTERNATIVE HYPOTHESIS (H1): There is significant difference between calculated mean and hypothesized mean **(2)**. In other words the respondents don't agree with the statement that the training area need to be modified.

i.e. H$_1$: x ≠ μ ≠ 1

STATISTICAL TEST: One sample t-test is chosen because the measurement of data is interval in nature.

SIGNIFICANCE LEVEL: 0.05

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
I think trg areas need to be modified.	80	2.04	1.163	.130

One-Sample Test

	Test Value = 1				95% Confidence Interval of the Difference	
	T	df	Sig. (2-tailed)	Mean Difference	Lower	Upper
I think trg areas need to be modified.	7.978	79	.000	1.038	.78	1.30

INTERPRETATION: Here the test is performed at 95% significance level and the t-value comes out as 0.000, which is less than 0.05, it means that the null hypothesis H0 is accepted.

Question:

"The language is barrier for me."

[The objective is to know that whether the respondents understands the language of the trainer or not.]

TEST VALUE AT 1

NULL HYPOTHESIS (HO): There is no significant difference between calculated mean and hypothesized mean (2). In other words, we hypothesize that the respondents agree that the women workers don't understand the language of the trainer.

i.e. Ho : x = μ = 1

ALTERNATIVE HYPOTHESIS (H1): There is significant difference between calculated mean and hypothesized mean (2). In other words the respondents disagree that the women workers don't understand the language of the trainer.

i.e. H1: x ≠ μ ≠ 1

STATISTICAL TEST: One sample t-test is chosen because the measurement of data is interval in nature.

SIGNIFICANCE LEVEL: 0.05

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
The language is barrier for me.	80	2.63	1.554	.174

One-Sample Test

	Test Value = 1				
	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference

					Lower	Upper
The language is barrier for me.	9.354	79	.000	1.625	1.28	1.97

INTERPRETATION: Here the test is performed at 95% significance level and the t-value comes out as 0.000, which is less than 0.05, it means that the null hypothesis H0 is accepted.

Question:

"The internal trainers are not enough, we need external trainers."

[The objective is to know that whether the respondents want external trainer or satisfied with internal trainer's training.]

TEST VALUE AT 1

NULL HYPOTHESIS (HO): There is no significant difference between calculated mean and hypothesized mean (2). In other words, we hypothesize that the respondents agree that the women workers are not satisfied with internal trainer's training, they want external trainers.

i.e. H$_o$: x = μ = 1

ALTERNATIVE HYPOTHESIS (H1): There is significant difference between calculated mean and hypothesized mean (2). In other words, we hypothesize that the respondents disagree that the women workers are not satisfied with internal trainer's training, so they don't want external trainers.

i.e. H$_1$: x ≠ μ ≠ 1

STATISTICAL TEST: One sample t-test is chosen because the measurement of data is interval in nature.

SIGNIFICANCE LEVEL: 0.05

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
The internal trainers are not enough, we need external trainers.	80	2.13	1.118	.125

One-Sample Test

	Test Value = 1					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
The internal trainers are not enough, we need external trainers.	9.000	79	.000	1.125	.88	1.37

INTERPRETATION: Here the test is performed at 95% significance level and the t-value comes out as 0.000, which is less than 0.05, it means that the null hypothesis H0 is accepted.

Chi-Square Tests:

	Value	Df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.000(b)	1	1.000		
Continuity Correction(a)	.000	1	1.000		
Likelihood Ratio	.000	1	1.000		
Fisher's Exact Test				1.000	.662
Linear-by-Linear Association	.000	1	1.000		
N of Valid Cases	80				

INTERPRETATION: Here the Pearson co-efficient value is 0.000, which is less than the 0.05. So there is significance associations between designation and who should bear the cost. Therefore here null hypothesis is accepted.

CONCLUSIONS

From the findings I found that at Sahiba Fabrics Ltd., Jolwa, the training function is seen in a different light by the women workers. The findings point out the following changing paradigms of training that should be taken into consideration.
- ✓ Time duration
- ✓ Cost of training
- ✓ Obstacles of training like feeling of boring, wastages of time, not well planned, etc.
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IV. RECOMMENDATIONS

- ❖ As the company is expanding very fastly, it has to give more importance to training and its changing aspects.
- ❖ Most of the employees are expecting External trainers to interact with them. So, company can start adopting a mix of internal and external trainers.
- ❖ On the job training is beneficial for the company as well as employees but, occasionally off the job method should also be used.
- ❖ They want computer training in more depth. So company should provide some computer training.
- ❖ Company should also start focusing on giving motivational training, as employees are expecting/demanding.
- ❖ As the time goes on, employees feel less importance of training. So company should not repeat training to all employees. They should keep some records for trainees' details- A systematic training progression has to be kept handy.
- ❖ The company needs to adjust the time duration for training as per the women workers' convenience.
- ❖ The company should first try to match the workers' objectives with training objectives and for that; they should do training need identification thoroughly.

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