

A Study on Training and Development Practices and Employee Performance in the Garments Industry

Sanjay kumar M

MBA Student, Excel Engineering College, Anna University

Namakkal Naveenkumar M

Assistant Professor, Excel Engineering College, Anna University,


Namakkal Deepak S

Head of the Department, Excel Engineering College, Anna University, Namakkal



<https://doi.org/10.55041/ijstmt.v2i5.302>

Cite this Article: M, S. K. & S, N. D. (2026). A Study on Training and Development Practices and Employee Performance in the Garments Industry. International Journal of Science, Strategic Management and Technology, 02(05). <https://doi.org/10.55041/ijstmt.v2i5.302>

License:  This article is published under the Creative Commons Attribution 4.0 International License (CC BY 4.0), permitting use, distribution, and reproduction in any medium, provided the original author(s) and source are properly credited.

ABSTRACT:

Training and development play a significant role in improving employee performance, productivity, and organizational effectiveness in the garments industry. The rapidly changing industrial environment and technological advancements require employees to continuously enhance their technical and operational skills. The garments sector, being one of the major contributors to employment and economic growth in India, depends heavily on skilled manpower for achieving productivity, quality improvement, and sustainable growth. This study focuses on analyzing the impact of training and development practices on employee performance in the garments industry. The research examines employee perceptions regarding training effectiveness, skill improvement, productivity enhancement, safety awareness, and organizational development. Primary data were collected from employees working in selected garments industries using a structured questionnaire. Statistical tools such as percentage analysis, chi-square test, correlation, and ANOVA were used for data analysis. The findings reveal that effective training programs significantly improve employee skills, technical knowledge, productivity, and work performance while reducing wastage and operational errors. The study also identifies the importance of practical and technical training in enhancing employee competency and organizational growth. The research concludes with recommendations for strengthening training practices to achieve higher employee satisfaction and improved industrial performance.

Keywords: Training and Development, Employee Performance, Garments Industry, Skill Development, Productivity, Human Resource Management, Technical Training.

1. INTRODUCTION AND REVIEW OF LITERATURE

1.1 Background of the Study

Training and development are functions of Human Resource Management. They help employees gain knowledge improve their technical skills and work more efficiently. In the garments industry employees need training to keep up with new technology and meet production needs. Good training programs can boost productivity, mistakes ensure

quality standards are met and make employees more confident. The garments industry is a source of jobs in India. How well an organization does in this sector depends on how well its employees perform, their ability to handle machines and how efficiently they work. So training and development are crucial, for improving productivity in factories and helping organizations grow.

1.2 Research Gap

Earlier studies were about training for employees in general. Not many people looked into training and development in the garments industry. They did not really check how training and productivity improvement and employee skill enhancement work in the garments industry. The garments industry and the garments industry training and development are very important for employee skill enhancement, in the garments industry.

1.3 Research Problem:

The garments industry has a lot of problems. One of the issues is that the people who work there are not very good, at their jobs. They also do not know how to use machines and technology. If the workers do not get the training they will make a lot of mistakes and the work will not get done quickly. So we need to see if training programs really help the workers do their jobs better and if the garments industry becomes more productive because of these programs. The garments industry needs to make sure that the training programs are working well for the garments industry.

Significance of the Study

The study of training and development in the garments industry is really important because training and development are key to improving employee skills and productivity and performance in the garments industry. Training programs are useful for employees to get better at their jobs and handle machines well and work efficiently. This study is helpful for managers to understand why training and development are crucial for the garments industry. It reduces mistakes. Improves product quality in the garments industry and makes employees in the garments industry happier. The study also provides organizations in the garments industry with ideas, on how to make their training and development programs and boost productivity in the garments industry.

2. OBJECTIVE OF THE STUDY

The main goal of this study is to look at how training and development practices affect the work of employees in the garments industry. This study wants to see if the technical and practical training programs given to employees are really working. It also wants to know what employees think about the training they need and the skills they want to learn. The study is also looking at how training practices are connected to how well the organization works. The study is checking how training helps employees do their jobs better makes them more aware of safety at work and makes the work process more efficient, in the garments industry.

3. METHODOLOGY

3.1 Research Design

The research design used in this study is a research design. This design is good for analyzing how training and development practices affect employee performance in the garments industry. The study looks at what employees think about training programs. It checks if training improves employee skills and makes them more productive. The study also looks at how training benefits the organization. The descriptive research design helps collect information on what employees think about technical training. It also looks at training and how efficient employees are at work. This design helps understand the relationship between training and employee performance. The study is about training and

development practices. The study is also about employee performance. Employee performance is very important, in the garments industry. Training and development practices help improve employee performance.

3.2 Source of Data

The study is based on both primary and secondary sources of data. Primary data were collected directly from employees working in selected garments industries through a structured questionnaire. The questionnaire was designed to collect information regarding employee opinions on training practices, skill development, productivity improvement, and workplace efficiency. Secondary data were collected from books, journals, research articles, company reports, websites, and previous studies related to training and development practices. These sources helped in understanding the theoretical background and supporting the research study.

3.3 Sampling Technique

Convenience sampling technique was used for selecting the respondents for the study. The respondents were selected based on their availability and willingness to provide information regarding training and development practices in the garments industry. This technique helped in collecting data easily within the limited time period of the study. The employees selected for the research were working in different departments of the garments industry, which helped in obtaining diverse opinions regarding employee training, skill development, and workplace performance.

3.4 Sample Size

The total sample size considered for the study is 120 respondents. The respondents were selected from employees working in selected garments industries. The sample size was considered sufficient for collecting relevant information regarding training and development practices, employee performance, skill improvement, and organizational productivity. The selected respondents provided valuable opinions and experiences related to training programs and workplace efficiency in the garments industry.

3.5 Tools of Data Collection

The structured questionnaire was used as the main tool for data collection in this study. The questionnaire consisted of close-ended questions and Likert scale statements related to training and development practices, employee performance, skill improvement, and workplace efficiency. The tool helped in collecting uniform and reliable responses from the employees working in selected garments industries. The questionnaire was designed in a simple and understandable manner to gather accurate information regarding employee opinions, training effectiveness, and organizational benefits.

3.6 Tools of Analysis

The collected data were analyzed using statistical tools such as percentage analysis, Chi-square test, correlation analysis, and ANOVA. Percentage analysis was used to interpret respondent opinions and demographic details. The Chi-square test was applied to identify the relationship between variables related to training and employee performance. Correlation analysis was used to examine the relationship between training practices and productivity, while ANOVA was used to compare variations among employee responses. Tables and charts were also used for effective presentation and interpretation of the data.

4. FINDINGS AND DISCUSSION

Most employees think that training programs really help them with skills and getting better at using machines. They also think it makes them more productive and helps the workplace run smoothly. The employees liked the hands on training more than learning about it in a classroom. They thought the training programs also helped them be more aware of safety and not waste much. The study shows that technical training is good for the employees because it makes them feel more confident do work and helps the organization be more productive. Technical training is really important for

employee confidence, work quality and organizational productivity. The employees said that technical training is very helpful and it makes a difference, in the workplace. Technical training helps with work quality and organizational productivity which's what the training programs are trying to achieve with technical training.

5. CONCLUSION

The study shows that training and development practices are really good for employee performance and productivity, in the garments industry. When people get training and practice they become better at what they do. This makes the workplace safer and more efficient. Companies should keep helping their employees learn things so that they can do their jobs better and help the company grow in the long run. This way the garments industry can keep getting better and better.

6. REFERENCE

1. Aswathappa, K. (2021). Human Resource Management. McGraw Hill Education, New Delhi.
2. Obisi, C. (2021). □Employee Training and Organizational Productivity.□ International Journal of Management Studies, 5(2), 45□52.
3. Cheng, E., & Ho, D. (2022). □Impact of Training on Employee Job Performance.□ Human Resource Development Journal, 12(4), 101□110.
4. Aidah Nassazi (2020). Effects of Training on Employee Performance. University Research Publication.
5. Iftikhar Ahmad, M. M. (2020). □The Importance of Training and Development in Organizations.□ Business Management Review, 8(1), 25□34.
6. Barzegar, N., & Shahroz, F. (2022). □A Study on the Impact of Employee Training Programs.□ International Journal of Business and Management, 7(15), 89□96.
7. ALDamoe, F. M. A., Yazam, M., & Ahmid, K. B. (2022). □The Mediating Effect of HRM Outcomes on Organizational Performance.□ International Journal of Business and Social Science, 3(13), 216□229.
8. Rohan, S., & Madhumita, M. (2020). □Training and Development Practices in Manufacturing Industries.□ Journal of Human Resource Studies, 10(3), 67□75.
9. Chris Obisi (2024). Employee Training and Development in Organizations. Lagos Management Publications.
10. Sirajud Din (2025). □Training Practices and Employee Efficiency in Industrial Organizations.□ International Journal of Research in Management, 14(2), 55□63.