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"IMPACT OF HUMAN RESOURCE DEVELOPMENT PRACTICES ON PERFORMANCE OF TEXTILE INDUSTRIES"



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Short Profile

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ABSTRACT:

This study systematically assessed the impact and relation between human resource development practices and employee's performance of the textile industries. It's also helps us to recognize the significance of human resource development practices on the textile industries performance. There are several different HRD Practices where textile industry combines and to manage its HR system. It should always perform these different Best HRD Practices which they should implement for the upcoming survival and sustainability of the textile industries. This Study proves the impact of Human Resource

development practices on performance of textile industries.

KEYWORDS

Human Resource Practices, Textile Industry Performance, Perception.

INTRODUCTION :

Now a day's textile industry acquires a unique place in Indian economy. It accounts for 14 per cent of the total industrial production. It contributes to nearly 30 per cent of the total exports and is the second largest employment generator after farming. Textile industry is providing one of the most basic needs of human resource and holds good position for maintaining sustainable growth for improving their socio-economical condition. It's resourceful industry, from the production of raw-materials to the delivery of finished products. The textile industry has been the mother industry of the economy. The origin of the textile mill dates back to 1818 when the first cotton mill was recognized at fort Gloster near Calcutta. Its contribution to the industrial production, employment generation and foreign exchange earnings. The textile sector contributes 3 per cent of the Gross Domestic production. Next to food, clothing is one of the most important items of family expenditure in India accounting for 10 percent. Thus from the point of view of production, employment, export cotton textile industry is very important. Human resource (HR) is a backbone of any industry. Human Resource is a term that is used in business to refer to the people who work for an organization. Human resource can be defined in several factors that, effectively depend on the skills, potentiality and experience.

In the current scenario researcher suggest several HRD best practices are helps to improve and to upgrade human resource skills which also effect on textile industries growth and performance. After details investigating of the data, researcher find out the major different challenges such as lack of training, low educated employees, performance appraisal etc. are the speed breakers in front of human resource development. It is true that, the overcoming these challenges could be improved efficiency and productivity of textile industries. If textile industries provide good practices then working conditions get improve and it helps to upgrade Human Resource knowledge. With the globalization, textileindustry is aware of the need for having capable human resource and developing different types of skills in it. Whether the impact of Human Resource development practices on performance of Textile Industries, it's the point of assessment of our study. HRD practices contribute to the textile industries bottom line which should be steady, integrated and well-focused. Textile industries need to build long-term assurance to retain their work force.

RESEARCH METHODOLOGY

The main purpose of this paper is to study, examine and inspect the impact of HRD Practices on performance of textile industries. So, this research paper aims to development of human resource and to assess its impact on performance of textile industries. This paper finds out the possible ways of significant role of HRD practices Hence; researcher used Secondary data for this research. The study has also drawn upon various industrial reports. The Secondary data were collected and referred from journals, annual reports, news papers, books and references, websites, Government Circulars etc. The data has been collected through studying various research papers and result were analyzed with the help of literature reviews.

OBJECTIVES:

1.To create and increase the awareness in employees about best Human Resource development

practices in textile industries.

2.To explore the importance and to change the approach of the employers by introducing these Human Resource Development practices in study region.

3.To investigate these HR practices, that contribute in the performance of the textile industries.

Hypothesis:

Human Resource Development practices influences the performance of Textile Industries.

Best HR Practices

•Providing a Safe, Healthy and Happy Workplace

To create a safe workplace, where workers can really enjoy their work. It's an important factor of employee retention, reduced revenue and increased efficiency. HR expert should struggle to make the workplace safe and healthy, the human resource don't have to worry about injuries on the job because all first-aid facilities available in textile industries. The workplace should also be a place where, employee's needs are met, and the HR department can make that happen.

•Providing Performance associated Bonuses

Paying bonus to the employees for outstanding work performance is an ideal way to show employees who excel how much their effort are appreciated. Bonus pay can also be used as a way to encourage those who don't excel at their duties to put more effort into attaining a higher level of performance. By putting a bonus system in place, you can create an environment that encourages maximum employee performance and rewards those employees who achieve or exceed company expectations.

• Use of 360 Degree Performance Management Feedback System

For any business organization development 360-degree feedback is required, which comes from all around an employee. Where "360" refers to the 360 degrees in a circle, Feedback is provided by team members, colleagues, and manager(s). It also includes a self-assessment.360 degree feedback system is helpful to manage performance and development, to manage change or culture, develop leaders, link individual performance to corporate performance and improve existing appraisal processes.

• Open house planning and feedback method

Organizations recognize, look after and execute new ideas to plan for it. Human resources are the biggest source of innovation. The only thing that can stop new ideas in your organization is the lack of a suitable method to capture those new innovative ideas. Open house discussions, planning, HRM meets, suggestion boxes and new ideas capture tools such as significant occasion diaries are the

building blocks that can help the HR Managers to identify & develop new innovative ideas and planning.

- [The Surprise Reward for best performance](#)

Surprise deserving employees when they are slightest expecting it. Who doesn't like a surprise? It could be an award, Gift, certificate or a small incentive. This surprise doesn't have to be restricted to the best performers, but it can be randomly given to others as an encouraging reason. Anyone can be given this surprise reward. Such healthy HR practices encourage the performance of the textile industries. After all Human resource plays a main role in the textile industries. To make a human resource experience like a Thousand of dollars pays in the form of the achievement of textile industries.

- [Knowledge Sharing](#)

When an employee returns after attending any Training, competencies or faculty development program, sharing information with others could be made compulsory. New Innovative ideas are good to be placed on this knowledge sharing stage. On the other hand, what to store & how to maintain a Knowledge base requires Human resource to avoid confusion.

[Literature Review:](#)

Guest (2002) has shown that the Impact of HRM on performance depends upon response of worker towards HRM practices, so the impact will move in direction of the perception of employees by practicing in HRM. Mr.Qureshi et al (2007) concluded that, HR practices are positively correlated with employee's performance

Patterson et al (1997) has described that, HR practices in selection and training effects the performance of the employee provided required skills.Verbeeten (2008) suggested that quality and quantity performance is positively associated with determinate goals. Hasan(2009) are creating a safe and happy working environment for the workers, essentially providing them with security and showing their importance to the organization. Gireesh Sharma of EmpXtrack Integrated Human Capital and Talent Management Suite also identified the top ten HR practices for a business to achieve organization goals.

[CONCLUSION](#)

This study is investigating the impact of Human Resource development practices on the performance of the textile industries. There are many HR practices like Providing a Safe, Healthy and Happy Workplace, Providing Performance associated Bonuses, Use of 360 Degree Performance Management Feedback System, Open house planning and feedback method, The Surprise Reward for best performance and Knowledge Sharing were taken to understand the impact on the textile industries performance of the best practices. These practices were taken because of there is requirement of any textile industries to improve their performance .This is the motivating study proving the significance of those best practices which extremely affects the performance of the textile industries. This study will provide an approaching in the textile sector that , makes a human resource to

perform better. Such best practices always inspire and encourage the human resource confidence and will make them stable in the textile industries for long term and it's indirectly influences on performance of textile industries.

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