



A Study Focus On Level Of Satisfaction Towards Training Programme Is Influenced By The Productivity Of Employees Working In Garment Industries With Reference To Tirupur District

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ABSTRACT

The training and development function is a critical component of Human Resource Development. It is concerned with honing the skills and knowledge of employees through various learning initiatives. By investing in training and development programs, organizations empower their employees to acquire new competencies, enhance their performance, and adapt to the evolving needs of the organization and the industry as a whole. Effective training and development initiatives facilitate professional growth, boost employee engagement, and contribute to the overall success of the organization. The main objective of the study is that to know about the level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in Tirupur District. For this purpose a sample of 200 was collected were simple percentage analysis and chi square analysis were used as a statistical tools to analyze the data and the conclusion is that the employees largely feel that management (through HR department) should endeavour to create a conducive environment for employees to successfully fulfill their learning needs while managing their work engagement. This can lead to increased employee satisfaction, engagement, and overall effectiveness of the learning and development activities within the organization.

Key Words: Employees Satisfaction, Training Programmes and Tirupur District.

I. INTRODUCTION

Training and development is the field which is concerned with organizational activity aimed at bettering the performance of Individuals and groups in organizational setting. It is a combined role often called human resources development (HRD) meaning the development of “Human” resources to remain competitive in the marketplace. Training focuses on doing activities today to develop employees for their current jobs and development is preparing employees for future roles and responsibilities. The objective of training and development is to create learning organizations which ensure that employees through value addition can effectively perform their jobs, gains competitive advantage and seek self-growth. This measurable performance resulting from good training and development shall enhance organization development. It is a process transferring information and knowledge to employers. Regarding the connection between human resource management and performance, demonstrated a model where HR strategy, HR practices, and HR effectiveness are interconnected, influencing the quality of products and services as well as productivity and overall performance. It is equipping employers to translate that information and knowledge into practice with a view to enhancing organization effectiveness and productivity, and the quality of management of people. It should be considered along with education policies and systems which are crucial to the development of human resources.

II. STATEMENT OF THE PROBLEM

The researcher has studied the inter-relationships between personal variables and impact of the training and development programmes on improving effectiveness, productivity, employee satisfaction, attrition, career growth and employee engagement. One has to continually assess if training & development programs also address communication, employee motivation, and employee recognition. A comprehensive focused need-based training program enhances employee motivation and satisfaction increases as employees feel valued and able to grow and develop throughout their careers – the knock-on effect is that the organization also grows and develops. Learning also helps develop sound working practices aligned to organizational goals and increases productivity and effectiveness. While designing and delivering a good training program, a human resource practitioner must always keep in mind that at the end, it would have: Increased job satisfaction and morale among employees, increased employee motivation, increased efficiencies in processes, resulting in financial gain, increased capacity to adopt new technologies and methods, Increased innovation in strategies and products and reduced employee turnover. To measure and evaluate the above, at the end of delivering the program, it is required to objectively assess if the perceived end result as mentioned above has been achieved or not. So there is a need to find out the training programme is influenced by the productivity of employees working in garment industries in the selected study area.

III. OBJECTIVE OF THE STUDY

The overall objective of the study is to “Analyze the Level of Satisfaction with the Benefits of the Training Programme is Influenced by the Productivity of Employees Working in Garment Industries in Tirupur District”.

The main objectives of the research are as follows:

- To study the socio economic and demographic factors of the employees working in garments industries in Tirupur District.
- To examine the level of satisfaction towards the benefits of the training programme among employees working in garments industries in the study area.
- To offer suitable suggestions to improve the methods and effectiveness of training programmes among employees working in garments industries based on results.

IV. HYPOTHESIS OF THE STUDY

H₀: There is no significant relationship between demographic factors and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in Tirupur District.

V. RESEARCH METHODOLOGY AND RESEARCH DESIGN

5.1 Sources of data

The current study is descriptive in nature. The study is focused on level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in Tirupur District. In this study two types of data have been used. There are primary data and secondary data. Primary data is a type of information that is obtained directly from first-hand sources by means of surveys, observation or experimentation. It is data that has not been previously published and is derived from a new or original research study and collected at the source.

The study mainly based on primary data. There are several methods of collecting primary data like interview, observation, case studies and so on. The primary data was collected by the employees from selected garments industries in Tirupur District through a well designed questionnaire.

5.2 Sample Selected for the Study

The study is to determine the level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in Tirupur District. The sample garments industries have been selected on the basis of size of the employees' size and method of training provided by the firm, which are utilized by the employees. The researcher selected only the large level garments industries are operated in Tirupur District based on simple random sampling method. Such as Eastman Exports Global Clothing Private Limited, SCM Garments Private Limited, KM Knitwear Private Limited, Anugraha Fashion Mill Private Limited and Warsaw International are used. From the above mentioned industries 200 employees were selected for the study by adopting the method of Non – probability purposive sampling technique.

5.3 Statistical Tools

The primary data collected from the employees were analyzed and presented in the form of tables are used. The entire statistical test in this study was carried out at 5% and 1% level of significance. In this present study the following statistical tools are used i.e., Descriptive Analysis and Chi – square test.

VI. LIMITATIONS OF THE STUDY

- 1) The research study is limited to Tirupur District. The research findings may not generalize to other area.
- 2) Totally 200 samples were taken under a purposive sampling method. The result may not generalize to the total population.
- 3) The employees' views and opinions may hold good for the time being and may vary in future.
- 4) Prejudice of some of the workers or employees may mislead the survey

VII. REVIEW OF LITERATURE

Many researchers have been conducted to analyze the various aspects of the training programme is influenced by the productivity of employees working in garment and other industries in India and abroad. But there are very few research and literature available on the subject related to level of satisfaction and perception towards benefits of employees training programmes.

Taruni Nakshatra Gadepalli (2023)¹ The study was to examine the impact of training and development on employee performance, specifically within conglomerate businesses. The review effectively addressed the three research objectives, revealing that training dimensions significantly enhance employee performance. The findings demonstrate that these training dimensions play a critical role in improving performance, particularly within industrial and engineering sectors, the study's findings can also be applied.

Abdul Rahman Beydoun and Rima F. Saleh (2023)² The study reviews existing literature on training and development, essential practices within Human Resource Management (HRM). These practices represent a critical investment and a significant portion of organizational budgets. Training and development enable organizations to achieve a competitive advantage, adapt to innovation and global challenges, and maintain consistent performance. The literature review examines current knowledge about the factors determining the effectiveness of training and development and their importance in HR management and organizational success. Additionally, the study aims to review the literature about existing knowledge and relevant theories and their connection to competitive advantage, innovation, and organizational performance. By synthesizing evidence from previous studies and literature reviews, the study aims to enhance understanding of the topic and provide a foundation for future research.

Dagne Gebrehiwot Giday and Elantheraiyan (2023)³ The study focused on employee performance, specifically examining training needs assessment, training resource availability, and employee perceptions of training. However, other factors that influence employee performance—such as motivation, trainee and trainer selection, and the training environment that affect employee performance were not included and are considered limitations of the study. Additionally, the research did not incorporate qualitative data due to lack of finances, time, and manpower. The authors recommend further investigation into the effects of these excluded factors. Regarding the geographical scope, the study was limited to the regional state of Mekelle City.

Nikhil Nishant and Smita Premanand (2024)⁴ The purpose of the conceptual study is to explore the impact of training on employee performance and to propose strategies for enhancing the effectiveness of training opportunities. One of the key limitations of the study is its lack of direct empirical evidence establishing a definitive link between training and employee performance. As such, future research should prioritize empirical investigations to validate this relationship. The article offers a foundational overview of training effectiveness, with a particular emphasis on its role in enhancing employee performance. In conclusion, it recommends directions for future research and advocates for multi-level studies to achieve a deeper understanding of training processes and their influence on labor productivity.

Grace Carswell and Geert De Neve (2024)⁵ The study examines how skills for garment work in the rural hinterland of Tiruppur, one of India's largest garment manufacturing hubs, acquire skills. Using quantitative surveys and qualitative interviews with garment workers in Tiruppur's hinterland, the study highlights the informal pathways of skill acquisition and advocates for a demand-driven approach to vocational training. A demand-driven approach challenges traditional, linear policy assumptions that suggest direct linkages between training, skills acquisition, and access to decent, rewarding employment. The findings reveal that villagers gain skills from employment itself and upskilled themselves on the job. Upskilling enhancing their abilities through self-directed rather than formal training, and involved spatial and job mobility between companies and sectors. Additionally, a demand-driven perspective reveals how access to more advanced skills and more desirable jobs is shaped by the structural inequalities of gender, age and caste, which curtail the opportunities of women and the elderly in particular. The paper concludes by advocating for policies that prioritize the skill development needs of local populations and supports whose participation in training and labour markets remains constrained by gender, age or caste.

Silvester Adi Surya Herjuna, Vindy Fitriawaty Marhaeni, Mila Alvira, Faiqah Putri and Fiona Anastasya (2024)⁶ The research investigates the impact of training and development programs on employee performance in the manufacturing sector. By examining the relationship between targeted training initiatives and key performance outcomes—such as productivity, job satisfaction, and workplace safety—the study underscores the crucial role of well-structured training in enhancing employee capabilities. It also highlights the significance of motivation, organizational support, and customized training to meet the specific needs of employees across different roles. Employing a mixed-methods approach that integrates qualitative and quantitative analysis, including surveys and performance data evaluation, the findings suggest that effective training programs contribute to improved performance and higher employee retention. The study offers practical implications for manufacturing companies, advocating for training as a strategic investment and promoting a culture of continuous learning aligned with both organizational objectives and employee growth. Ultimately, the research enhances the broader understanding of how training programs can be optimized to drive employee performance and organizational success in the manufacturing industry.

Vanitha and Sankar Ganesh (2024)⁷ The study explores how training and development programs enhance employee skills, knowledge, motivation, and job satisfaction, ultimately impacting key organizational outcomes such as productivity, profitability, innovation, and employee retention. The significance of the research lies in its contribution to both academic knowledge and practical applications in human resource management and organizational performance. It provides valuable insights that can guide future research and inform organizational strategies aimed at improving employee capabilities, motivation, and overall performance.

Swapna, Keerthi and Balakrishna (2024)⁸ The study explores various training methods in HRM and analyzing how the training has an impact on employee performance. Using primary data from 100 respondents via a structured questionnaire. The research examines how employees benefit from training. Findings confirm a positive relationship between training and employee performance, emphasizing its role in organizational success. Additionally, the study highlights different HRM training methods and their advantages in enhancing skills, customer satisfaction, innovation, and career growth, ultimately contributing to overall organizational development.

Ibrahim Ali Masood Almuqimi, Issa Khan and Mohammed Abdulwahab (2025)⁹ The study aimed to investigate the effects of training on enhancing human resource efficiency at the Ministry of Agricultural Wealth, Fisheries, and Water Resources in the Sultanate of Oman. Utilizing a descriptive and analytical research design, the study was conducted on a purposively selected random sample of 100 ministry employees. Data was collected using a self-developed questionnaire. The findings revealed that the training process within the Ministry received strong support, particularly in the assessment of training needs and administrative backing. However, the planning and implementation of training programs were found to be at a moderate level, as were the challenges associated with training. The research concluded that training has a positive impact on the performance of the human resource department. Based on these findings, the study recommends placing greater emphasis on training activities before employment, during service, and both within and outside the workplace. Additionally, it suggests that the Ministry of Agricultural Wealth, Fisheries, and Water Resources collaborate with the Ministry of Education to review and potentially revise existing legislation, laws, and regulations governing training and development.

Amsaveni, Pradeepkumar and Raghuraman (2025)¹⁰ The study investigates the impact of training and development on employee performance at Rajalakshmi Builders. Training and development are essential for enhancing workforce efficiency, minimizing workplace risks, and boosting job satisfaction. The research evaluates the effectiveness, frequency, and challenges of various training methods implemented within the organization. Statistical tools such as percentage analysis, chi-square tests, and correlation analysis are employed, the study evaluates the relationship between training programs and key performance indicators, including employee productivity, retention, and career advancement. The findings underscore the significance of well-structured training initiatives in sustaining a competitive edge in the construction industry.

VIII. RESULTS AND DISCUSSIONS

8.1 DESCRIPTIVE ANALYSIS

One of the most used statistical tools is descriptive analysis which is majorly used in analysis and interpretation of primary data. It refers to the number of employees response to a pointed question in percentage arrived from the total population chosen for the study.

It is a most easy form of analysis and is very simple to understand the result of the research. It is commonly used by commercial research organizations and pictorially presented with table.

8.1.1 Gender of the Employees

Gender as a socio-economic factor in the training and development of the garments industry is essential because gender directly shapes how workers access opportunities, skills, and career growth in this sector. Since the majority of garment workers are women, understanding gender differences helps identify barriers such as unequal access to training, lower literacy or technical skills, social norms, limited mobility, and discrimination in promotion. Gender-sensitive analysis ensures that training programs are inclusive, improve productivity, and create a safer and more supportive work environment.

The table 1 identifies that out of all the employees taken for the study, in this regard gender-wise classification of employees it was found that out of the 200 employees, 114 (57.00 per cent) were male employees and the remaining 43 (43.00 per cent) were female. Hence, in the current study a majority 57.00 per cent of the employees were male in the study area.

8.1.2 Age of the Employees

The age of the employees working in garments industry is important because workers' abilities, learning needs and job roles often vary significantly across different age groups. Younger workers may require basic skill-building, orientation, and soft skills training, while older workers may need refresher courses, up skilling opportunities or support in adapting to new technologies and production methods.

Table 1 reveals that, the age of the employees shows that the highest number of the employees have age group from 26 years to 35 years with 35.50 per cent, the second highest number of the employees are coming under the age group from 36 years to 45 years with 30.00 per cent, then third highest number of the employees from above 45 years with 22.50 per cent, the fourth last number of the employees are from 18 years to 25 years with 12.00 per cent.

It may be noticed that, highest numbers of the employees are from 26 years to 35 years of the age group with 35.50 per cent. Hence it is stated that this age cluster dominates as well as guide the other age groups for manage the skill-building, orientation and soft skills training, while older workers may need refresher courses, up skilling opportunities or support in adapting to new technologies and production methods.

8.1.3 Educational Qualification of the Employees

Education may be an influencing determinant in the behavioural dimensions of an individual while relating to others. Education is one of the contributors in the character formation of an individual along with heredity and environment. In this study the categories of education are divided into four viz., SSLC or HSC, Under Graduate, Post Graduate and others.

Table 1 discloses that, 37.50 per cent of the employees are comes under graduates, 29.00 per cent of the employees educational qualification at post graduates, 18.50 per cent of the employees are qualified 'others' like diploma or certificate course completed holders and remaining 15.00 per cent of the employees are from school level.

Hence, it is stated that the more number of the workers or employees are under graduate qualification in the garments area. Irrespective of the industry they are in to or the qualifications they possess, individuals shall have certain managerial and leadership capabilities in exercising and executing their job related responsibilities.

8.1.4 Monthly Income of the Employees

Monthly income in the field may have an important role in determining one's life style, work culture, retention as well as leadership quality. Monthly income level as a socio-economic factor in the training and development of the garments industry is important because workers' income directly affects their motivation, stability, and ability to participate in training programs. This helps improve performance, reduce turnover, and create a more committed and empowered workforce in the garments industry.

Table 1 clearly states that, the monthly income of the employees at various levels did vary. It was obvious from the table 33.50 per cent of the employees earned an income between Rs.20,001 to Rs.30,000 whereas Rs. 30,001 to Rs.40,000 was earned by 28.00 per cent of the employees per month, followed 21.00 per cent and 17.50 per cent of the employees who had an income above Rs.40,000 and up to Rs.20,000 per month respectively.

Thus the greater part of the employees (33.50 per cent) on an average earned an amount between Rs.20,001 to Rs.30, 000 monthly.

8.1.5 Marital Status of the Employees

Marital status of sample employees is classified based on their social position, because in society the marital status is also one of the major factor as well as status symbol. Hence the employees are classified into groups namely married and unmarried.

Table 1 shows the marital status wise classification of employees. It is interesting to note from the above represented table that in the case of garments industries, a large number of employees are married (65.00 per cent), smaller number of employees are unmarried (35.00 per cent) which further shows the employability opportunity available for the fresher or the requirements in the garments sector are at the junior level. There is also a tendency among the younger group of people in the garments industries to migrate where as the case is different in other sectors.

8.1.6 Nature of Work of the Employees

The nature of work of an individual may influence his or her dealings with others. In this study the employees are grouped into two such as administration and technical on the basis of their positions in the organization. The table 1 categorizes the employees on the basis of their nature of work in the industry.

Table 1 demonstrates that 55.00 per cent of the employees are belongs to technical side, where as 45.00 per cent of the employees are from administration side. It shows majority of the employees are from technical side workers in the selected garments industries in Tirupur District.

8.1.7 Length of Service of the Employees

The table 1 presents the distribution of the employees on the basis of their year of services in the organizations. Employment pattern and seniority in the industry enhances the expertise of the employees and hence that may affect the leadership pattern of the employees.

The table 1 reveals that, 43.00 per cent of the employees are working in garments industries as up to five years of experience or service, followed by 34.00 per cent of the employees are working in the field five to ten years and 23.00 per cent of the employees are working in the same above ten years.

The highest numbers (43.00 per cent) of the employees are working in garments industries as up to five years of experience or service.

8.1.8 Type of Family of the Employees

Family type as a demographic factor in the training and development of the garments industry is important because family structure such as nuclear and joint households directly influences a worker's responsibilities, time availability and ability to participate in training programs. Workers from joint families may have more support with household duties, allowing greater flexibility for training, while those in nuclear or single-parent families may face heavier domestic burdens that limit their participation or concentration.

Table 1 explains that 63.50 per cent of employees or workers lie under nuclear family and 36.50 per cent of the families lie under joint family of the chosen employees are working in the study area.

In this era of nuclear families are majority in the study area, the table discloses that now-a-days the nuclear families maximum use the differences helps organizations design training schedules, support systems and development initiatives that accommodate workers' personal realities, ultimately improving attendance, learning outcomes and overall productivity in the garments industry.

8.1.9 Size of the Family of the Employees

It represents the total number of family members living with the employees. Since the family size of the employees may influence the level of the standard of living the employees and it may have its own influence on their level of perception and utilization of the employee retention.

The table 1 indicates that, the important numbers of dependents in family members are up to three members which constitute 48.00 per cent, four to five members of the family are 31.00 per cent and as a final point 21.00 per cent of the employees constitute above five members in the family.

The analysis infers that the numbers of family members or size of the family, up to three members of the family are more (48.00 per cent) compare to others.

8.1.10 Residential Area

The residential area as a socio-economic factor in the training and development of the garments industry is important because where workers live strongly affects their access to training opportunities, punctuality, and overall work performance. Employees living in distant or poorly connected areas may face transportation challenges, higher commuting costs, and longer travel times, which can reduce their availability and energy for participating in training programs. This leads to improved participation, productivity, and long-term skill development within the garments industry.

The Table 1 replicates that the total number of employees working in garments industry (200), 44.00 per cent of the employees are from urban area, followed by 33.50 per cent of the employees belongs to semi urban area, 22.50 per cent of the employees from rural area. The majority (44.00 per cent) of the employees are from urban side in the study.

8.2 CHI-SQUARE ANALYSIS

Chi-Square Analysis between Demographic Factors and Level of Satisfaction with the Benefits of the Training Programme is Influenced by the Productivity of Employees Working in Garment Industries

The Chi-square test is an important test amongst the several tests of significance developed by statisticians. Chi-square, symbolically written as X^2 , is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance. It is a non-parametric test, it could be used to determine if categorical data shows dependency or the two classifications are independent. It can also be used to make comparisons between theoretical populations and actual data when categories are used. Thus, the chi-square test is applicable in a large number of problems. The test is a technique through the use of which all researchers can do the following. (i) Test the goodness of fit, (ii) Test the significance of the association between two attributes and (iii) Test the homogeneity or the significance of population variance.

8.2.1 Gender

H₀: There is no significant relationship between gender and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries.

The table 2 shows the Chi-square p-value as 0.040, likelihood ratio is 0.037 and Linear-by-Linear Association is 0.270. The Chi-square p-value is less than 0.05 at 5 per cent level of significance. So, the null hypothesis is rejected and the researcher hypothesis is supported. There is significant relationship between gender and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries. Hence, a personal factor like gender also is related with level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in Tirupur District.

8.2.2. Age

H₀: There is no significant relationship between age and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries.

It is experiential that (table 2), Chi-square p-value as 0.030, likelihood ratio is 0.699 and Linear-by-Linear Association is 0.301. The Chi-square p-value is less than 0.05 at 5 per cent level of significance. So, the null hypothesis is rejected and the alternative hypothesis is accepted. There is significant relationship between age and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries. Hence, a personal factor like age also is related with level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in the study area.

8.2.3 Educational Qualification

H₀: There is no significant relationship between educational qualification and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries.

It is pragmatic that table 2, Chi-square p-value as 0.023, likelihood ratio is 0.727 and Linear-by-Linear Association is 0.573. The Chi-square p-value is less than 0.05 at 5 per cent level of significance. So, the null hypothesis is rejected and the researcher hypothesis is sustained. There is significant relationship between educational qualification and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries. Hence, a personal factor like educational qualification also is related with level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in the research study.

8.2.4 Monthly Income Level

Ho: There is no significant relationship between monthly income level and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries.

It is pragmatic that table 2, Chi-square p-value as 0.005, likelihood ratio is 0.646 and Linear-by-Linear Association is 0.571. The Chi-square p-value is less than 0.05 at 5 per cent level of significance. So, the null hypothesis is rejected and the alternative hypothesis is accepted. There is significant relationship between monthly income level and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries. Hence, a personal factor like level of monthly income also is related with level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in Tirupur District.

8.2.5 Marital Status

Ho: There is no significant relationship between marital status and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries.

The table 2 exhorts that, Chi-square p-value as 0.149, likelihood ratio is 0.157 and Linear-by-Linear Association is 0.517. The Chi-square p-value is more than 0.05 at 5 per cent level of significance. So, the null hypothesis is accepted. There is no significant relationship between marital status and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries. Hence, a personal factor like marital status is not related with level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in the area of study.

8.2.6 Nature of work

Ho: There is no significant relationship between nature of work and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries.

The table 2 shows the Chi-square p-value as 0.021, likelihood ratio is 0.624 and Linear-by-Linear Association is 0.963. The Chi-square p-value is less than 0.05 at 5 per cent level of significance. So, the null hypothesis is rejected and the researcher hypothesis is supported. There is significant relationship between nature of work and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries. Hence, a personal factor like nature of work is closely related with level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in the research study.

8.2.7 Length of Service

Ho: There is no significant relationship between length of service and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries.

It is pragmatic that table 2, Chi-square p-value as 0.044, likelihood ratio is 0.029 and Linear-by-Linear Association is 0.880. The Chi-square p-value is less than 0.05 at 5 per cent level of significance. So, the null hypothesis is rejected and the alternative hypothesis is accepted. There is significant relationship between length of service and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries. Hence, a personal factor like length of service is related with level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in Tirupur District.

8.2.8 Type of Family

Ho: There is no significant relationship between type of family and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries.

The table 2 exhorts that, Chi-square p-value as 0.017, likelihood ratio is 0.106 and Linear-by-Linear Association is 0.346. The Chi-square p-value is less than 0.05 at 5 per cent level of significance. So, the null hypothesis is rejected and the researcher hypothesis is supported. There is significant relationship between type of family and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries. Hence, a personal factor like type of family is closely related with the level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in the study area.

8.2.9 Size of the Family

Ho: There is no significant relationship between size of the family and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries.

It is experiential that (table 2), Chi-square p-value as 0.985, likelihood ratio is 0.915 and Linear-by-Linear Association is 0.901. The Chi-square p-value is more than 0.05 at 5 per cent level of significance. So, the null hypothesis is accepted. There is no significant relationship between size of the family and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries. Hence, a personal factor like size of the family is not related with level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in Tirupur District.

8.2.10 Residential Area

Ho: There is no significant relationship between residential area and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries.

It is pragmatic that table 2, Chi-square p-value as 0.040, likelihood ratio is 0.360 and Linear-by-Linear Association is 0.505. The Chi-square p-value is less than 0.05 at 5 per cent level of significance. So, the null hypothesis is rejected and the alternative hypothesis is accepted. There is significant relationship between residential area and level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries. Hence, a personal factor like residential area is related with the level of satisfaction with the benefits of the training programme is influenced by the productivity of employees working in garment industries in the research study.

IX. SUGGESTIONS AND RECOMMENDATIONS

Based on the findings, the following suggestions have been recommended to improve the whole garments sector in Tirupur District..

1. Recognize and reward employees who actively engage in knowledge sharing and act as internal trainers in the company. This not only motivates them a lot, but also inspires others to follow the same. This creates a learning culture in the company.
2. Ensure that learning initiatives are closely aligned with the specific roles and responsibilities of employees, enabling them to directly apply their learning in their work.
3. Provide opportunities for employees to receive feedback and support during the implementation of their learning, allowing them to reflect on their progress and identify areas for improvement.
4. Foster a culture of continuous learning and professional development, encouraging employees to take ownership of their learning needs and providing resources and support to facilitate their learning journeys.
5. Conduct regular evaluations and assessments to measure the impact of L&D activities on job performance and gather feedback from employees.
6. Ensure that the learning programs are aligned with the specific job requirements and focus on developing skills and knowledge directly applicable to employees' roles.
7. Regularly review and update the L&D curriculum to incorporate emerging trends and technologies and address changing job demands.
8. Implement processes to actively consider and respond to employee feedback, demonstrating that their voices are heard and valued.
9. Establish a system for ongoing collaboration with reputed libraries in the city (which employees could use on subsidized rates), collaborate with subject matter experts, industry professionals, and other stakeholders to ensure the learning topics stay up to date with industry trends and best practices. This helps in designing such training programs which may help in providing a competitive edge to employees.
10. Invest in resources and tools that enable the efficient and timely updating of learning content, such as learning management systems and content authoring tools.
11. Conduct a needs analysis to identify the learning needs and preferences of employees, ensuring that the introduced topics align with their interests and job requirements.
12. Regularly gather feedback from employees regarding the relevance and effectiveness of new topics, using surveys or feedback sessions, and consider their suggestions for improvement.

X. CONCLUSION

By implementing the measures as elicited in the study, the companies can strive to improve the perception and effectiveness of capturing learning needs, fostering a culture of continuous learning and development within the organization. The study concludes that timeliness of completing learning needs is a major factor in enhancing employee satisfaction, engagement, and overall effectiveness of the learning and development activities. The companies should also strive to align employees' learning needs with the annual objectives of the company, fostering a culture of continuous learning and development that contributes to the overall success of the organization. Creating a more inclusive and employee-centric learning and development environment, where employee opinions are valued and integrated into the planning and execution of L&D activities is need of the hour in current times and can lead to higher engagement, satisfaction, and overall effectiveness of the learning programs. Employees largely feel that management (through HR department) should endeavour to create a conducive environment for employees to successfully fulfill their learning needs while managing their work engagement. This can lead to

increased employee satisfaction, engagement, and overall effectiveness of the learning and development activities within the organization.

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Table 1 - Demographic Profile of the Employees Working in Garments Industries with Reference to Tirupur District

S.No	Factors	Classifications	Number of Employees	Percentage
1	Gender	Male	114	57.00
		Female	86	43.00
2	Age	18 - 25 years	24	12.00
		26 – 35 years	71	35.50
		36 – 45 years	60	30.00
		Above 55 years	45	22.50
3	Educational Qualification	SSLC / HSC	30	15.00
		Under Graduate	75	37.50
		Post Graduate	58	29.00
		Others	37	18.50
4	Monthly Income Level	Up to ₹20,000	35	17.50
		₹20,001 to ₹30,000	67	33.50
		₹30,001 to ₹40,000	56	28.00
		Above ₹40,000	42	21.00
5	Marital Status	Married	130	65.00
		Unmarried	70	35.00
6	Nature of Work	Technical	110	55.00
		Administrative	90	45.00
7	Length of Service	Upto 5 Years	86	43.00
		5 – 10 Years	68	34.00
		Above 10 Years	46	23.00
8	Type of Family	Joint Family	73	36.50
		Nuclear Family	127	63.50
9	Size of the Family	Up to Three Members	96	48.00
		Four to Five Members	62	31.00
		Above Five Members	42	21.00
10	Residential Area	Urban	88	44.00
		Semi - Urban	67	33.50
		Rural	45	22.50

Sources: Primary Data

Table 2 - Overall Chi-Square Analysis between Demographic Factors and Level of Satisfaction with the Benefits of the Training Programme is Influenced by the Productivity of Employees Working in Garment Industries

S.No	Factors	Particulars	Level of Satisfaction with the Benefits of the Training Programme is Influenced by the Productivity of Employees Working in Garment Industries			
			Value	DF	P-Value	S/NS
1	Gender	Person Chi-Square	10.036	4	0.040*	S
		Likelihood ratio	10.234	4	0.037	
		Linear-by-Linear Association	1.215	1	0.270	
		No. of Valid Cases	200			
2	Age	Person Chi-Square	12.725	12	0.030*	S
		Likelihood ratio	12.640	12	0.699	
		Linear-by-Linear Association	1.070	1	0.301	
		No. of Valid Cases	200			
3	Educational Qualification	Person Chi-Square	10.771	12	0.023*	S
		Likelihood ratio	12.242	12	0.727	
		Linear-by-Linear Association	0.318	1	0.573	
		No. of Valid Cases	200			
4	Monthly Income Level	Person Chi-Square	7.839	12	0.005*	S
		Likelihood ratio	8.108	12	0.946	
		Linear-by-Linear Association	0.321	1	0.571	
		No. of Valid Cases	200			
5	Marital Status	Person Chi-Square	21.810	4	0.149	NS
		Likelihood ratio	21.584	4	0.157	
		Linear-by-Linear Association	0.419	1	0.517	
		No. of Valid Cases	200			
6	Nature of Work	Person Chi-Square	2.630	4	0.021*	S
		Likelihood ratio	2.615	4	0.624	
		Linear-by-Linear Association	0.002	1	0.963	
		No. of Valid Cases	200			
7	Length of Service	Person Chi-Square	26.692	8	0.044*	S
		Likelihood ratio	28.273	8	0.029	
		Linear-by-Linear Association	0.023	1	0.880	
		No. of Valid Cases	200			

8	Type of Family	Person Chi-Square	15.465	4	0.017*	S
		Likelihood ratio	18.328	4	0.106	
		Linear-by-Linear Association	0.908	1	0.341	
		No. of Valid Cases	200			
9	Size of the Family	Person Chi-Square	0.372	8	0.985	NS
		Likelihood ratio	0.373	8	0.915	
		Linear-by-Linear Association	0.015	1	0.901	
		No. of Valid Cases	200			
10	Residential Area	Person Chi-Square	4.320	8	0.040*	S
		Likelihood ratio	4.353	8	0.360	
		Linear-by-Linear Association	0.445	1	0.505	
		No. of Valid Cases	200			

Sources: Primary Data
* 5% Level of Significant

S – Significant

NS – Not Significant

