

A STUDY ON EMPLOYEE SKILL GAP ANALYSIS IN SRI SIVAPERUMAL SPINNING MILLS PVT LTD, AYIOTHYAPATTANAM

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Abstract—*At present, India is the leading Papers manufacturing nation in the world. It provides employment opportunities for millions of people across the globe. Many advanced technologies are being sourced and utilized by the Papers firms based on their need in order to sustain in the market and to compete aggressively with the global players. As the Papers sector is modernized with the adoption of new technologies, the way of working of the labours has changed in the recent years. In this present highly mechanized scenario, much importance is not given for training and development needs of the labours, neither by the Papers firms nor by the government. Since Papers firms feel that if more time is spent for training, the productivity of the firm is bound to decrease.*

INTRODUCTION

A working definition of ‘skills development’ in South Africa is somewhat elusive. There is much to be read about Acts, levies, rebates, frameworks, outcomes, strategies and more, all in relation to skills development. But what is ‘it’, Dr. BE Nzimande, MP Minister of Higher Education and Training states that, “For our country to achieve high levels of economic growth and address our social challenges of poverty and inequality, we must work together to invest in education and training and skills development to achieve our vision of a skilled and capable workforce to support an inclusive growth path.”

STATEMENT OF THE PROBLEM

At present, India is the leading Papers manufacturing nation in the world. It provides employment opportunities for millions of people across the globe. Many advanced technologies are being sourced and utilized by the Papers firms based on their need in order to sustain in the market and to compete aggressively with the global players. As the Papers sector is modernized with the adoption of new technologies, the way of working of the labours has changed in the recent years. In this present highly mechanized scenario, much importance is not given for training and development needs of the labours, neither by the Papers firms nor by the government. Since Papers firms feel that if more time is spent for training, the productivity of the firm is bound to decrease.

It is very important for the Papers firms to understand the need for imparting special skills for the workers. Organisations at present need to focus more on training related to technology aspects. They should stop recruiting new skilled workforce rather they should try to train the existing employees effectively on the technological aspects and retain them. Though there are huge benefits due to technology updation in Papers sector, adequate training is necessary in working with it. It is interesting to note that, growth of Papers organizations is not influenced by technology alone; it is mainly due to skill and knowledge of the workforce employed. Thus the Papers firms needs to concentrate more on providing quality training programmes to enhance the skill set of the existing labours, thereby boosting the morale and productivity.

OBJECTIVES OF THE STUDY

- To identify the skill requirements for the labourers to manage in sri sivaperumal spinning mills
- To identify the labour skill gap analysis with training by the spinning.
- To understand the need and implementation of skill development programmes for the labourers in spinning.
- To evaluate the effects of skill development programmes on performance indicators of spinning.
- To develop a model relating technology and labourers skill development in spinning mills industry.
- To provide suitable suggestions based on this study.

SCOPE OF THE STUDY

- This study is on the labour skill analysis by the sri siva perumal spinning mill.
- This is an attempt to find out the level of satisfaction observed by the workers of the company regarding the labour skill gap analysis.
- The analysis and findings will be useful to improve the training development to the workers enforce by the spinning.
- The analyses add to general feeling of satisfaction with the company and reduce employees turnover.

LIMITATION OF THE STUDY

- The labour did not provide the adequate information for study.
- It was very difficult to collect the information from the labour, because the labour were busy with their work schedule.
- The time of the study was very short period.
- The sample size of the study was 200 respondents only.

REIEW OF LITERATURE

Nina Pavcnik (2003) Has concluded that although many developing countries have experienced growing income inequality and an increase in the relative demand for skilled workers during the 1980s, the sources of this trend remain a puzzle. This study examines whether investment and adoption of skill-biased technology have contributed to within-industry skill upgrading in Chilean plants. Using semi parametric and parametric approaches. The use of imported materials, foreign technical assistance, and patented technology affect the relative demand for skilled workers are skilled.

Susan Chun Zhu (2005) Since the late 1970s, both developed and developing countries have experienced skill upgrading; that is, a rise in skilled labor's share of employment and payroll. In this study, the extent to which skill upgrading can be explained by product cycles, that is, by U.S. innovation and the subsequent relocation of production to U.S. trading partners. The following conclusions obtain. (i) Product-cycle trade is strongly and positively correlated with skill upgrading in a large panel of production about manufacturing and countries. (ii) No such correlation is apparent for conventional trade measures that do not differentiate between product-cycle goods and non-product-cycle goods. (iii) Product-cycle trade is at least as important as other previously identified domestic sources of skill upgrading such as capital deepening.

James Hoyt (2001) Has found no support for the claim: “Employees with multiple skills enable organizations to thrive in dynamically changing and unpredictable environments.” The study showed that the “**Multi-Skilled Worker**” (MSW) was a non-significant predictor of financial performance in a statistical analysis of companies that operated in these environments. A sample of companies drawn from three high-technology industries (suppliers to the automotive industry, electronic instrumentation, and Papers manufacturers) showed no relationship between employee skill diversity and financial performance. As a result, it appears that the benefits of a multi-skilled workforce may be overstated in terms of its contribution to the organization's financial performance. Or, it may simply suggest that the additional profits generated by responsive, multi-skilled employees are insufficient to offset the additional costs associated with training and hiring them.

Brenton et al. (2007) Suggest a number of reasons why the clothing sector has played such an important role in economic development. The sector absorbs large numbers of unskilled labour, typically drawing them from rural agricultural households to rural locations. Despite relatively low start-up investment costs, expansion of the sector provides a base upon which to build capital for more technologically demanding activities in other sectors. Growth of the sector allows imports of more advanced technologies to be financed through revenues gained from thirupur garment exports.

Hyunjoo Oh (2008) The authors explore the potential that Virtual Reality (VR) offers for the future of furniture retailing. For that purpose, they develop an Internet-based Virtual Reality Integrated Solution (VRIS) system that allows viewers to select furniture (sofa, chair, and table) to set up a living room. They also develop a two-dimensional static, image-based system as a control to test the effectiveness of VR over conventional formats of two-dimensional interfaces. The results demonstrate that enhancing consumers' ability to visualize furniture coordination produces significant, positive

differences in their product, Labour skill experiences and decision-making. The authors propose that VR-integrated Web sites should function as a virtual front door to brick-and-mortar stores.

GönülOğuz (2011) In the research paper explores the implications of Turkish labour migration for the human resources strategies of the European Union (EU). The key issues in the migration debate centre on globalization and the constant need for technological change (innovation), which gradually resulted in fundamental economic transformations. Each of these transformations has fundamental implications for nature of knowledge-driven economies. Impact of knowledge on economic growth is evident and crucial. Under the influence of globalization and information technologies, for most countries it became necessity to be competitive in the world market. This shift has probably increased the importance of human capital in the West, with complex and sometimes contradictory implications for public policy making. The Papers revolution has laid the foundation of transformation in term of sectoral structure. As a result, both processes and products have been revolutionized, adjusting the equation between capital and labour. The growth in the service sector has led to major jobs losses in manufacturing. Lack of skills in the face of continuing economic change is a Europe-wide phenomenon.

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them. It is necessary for the researcher to know not only the research methods techniques but also the methodology.

RESEARCH DESIGN

The formidable problem that follows the task of defining the research problem is the preparation of the design of the research, popularly known as the “research design”. A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. As such the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data.

SAMPLE DESIGN

Sampling may be defined as the selection of some part of an aggregate or totality on the basis of which a convenience or inference about the aggregate or totality is made. In other words, it is the process of obtaining information about an entire population by examining only a part of it.

TYPES OF RESEARCH

The research was of descriptive design; aim to procure a clear, complete and accurate description of the situation.

DATA SOURCE

Data was taken mostly through primary data. However company and product profiles were referred too. A structured UN- disguised interview schedule was designed to collect data source. The schedule method was opted since the method would help to concise amount of information.

INTERVIEW SCHEDULE DESIGN

A good care was taken by the researcher to design the schedule. All the objectives were taken into consideration while designing the handout. More of the closed and few ended questions were asked for the survey.

STUDY AREA

The survey was conducted in ayiothiyapattanam.

PERIOD OF STUDY

The study was held during the period of Three month.

SAMPLING TECHNIQUES

The sampling techniques was used for the survey was convenience sampling.

SAMPLING SIZE:

The sample size is certified to its nature of data collection .data collection is based on the primary data.100 respondents are taken as the sample for this study.

METHODS OF DATA COLLECTION

DATA SOURCES

Data in the study are of two types:

Primary data

Secondary data

PRIMARY DATA

Primary goal is original and collected by the researcher freshly. In this study primary data was collected through interview schedule. A interview schedule is a popular means of collecting primary data.

A interview schedule is a list of question for getting to know the opinion & information from the respondents.

SECONDARY DATA

Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

ANALYTICAL DESIGN

- Simple Percentage Method
- Chi square analysis
- Correlation

1. Percentage analysis

This method is used to compare two or more series of data, to describe the relationship or the distribution of two or more series of data. Percentage analysis test is done to find out the percentage of the response of the response of the respondent. In this tool various percentage are identified in the analysis and they are presented by the way of Bar Diagrams in order to have better understanding of the analysis.

$$\text{Percentage of respondents} = \frac{\text{Number of respondents}}{\text{Total respondents}} \times 100$$

2. Chi-square

Chi-square was done to find out one way analysis between socio demographic variable and various dimensions of the programme.

$$= \frac{(O - E)^2}{E}$$

O – Observed value

E – Expected value

3. Correlation:

Correlation is computed into what is known as the correlation coefficient, which ranges between -1 and +1. Perfect positive correlation (a correlation co-efficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction. Alternatively, perfect negative correlation means that if one security

moves in either direction the security that is perfectly negatively correlated will move in the opposite direction. If the correlation is 0, the movements of the securities are said to have no correlation; they are completely random.

DATA ANALYSIS AND INTERPRETATION

TESTING OF HYPOTHESIS

The relationship between educational qualification and knowledge and skill gained by training programme

Educational qualification/ knowledge gain	UG	PG	Diploma	Others	Total
Very high	4	6	13	1	24
High	6	9	22	2	39
Neutral	2	3	7	1	12
Low	3	4	11	1	19
Very low	1	1	3	0	6
Total	15	23	56	6	100

(Source: Primary Data)

NULL HYPOTHESIS

H₀: There is no significance relationship between educational qualification and knowledge and skill gained by training programme

ALTERNATIVE HYPOTHESIS

H₁: There is a significance relationship between educational qualification and knowledge and skill gained by training programme.

Particular	Observed Frequency (O)	Expected Frequency (E)	(O-E)²	(O-E)²/E
R ₁ C ₁	4	3.6	0.16	0.04
R ₁ C ₂	6	5.52	0.23	0.04
R ₁ C ₃	13	13.44	0.19	0.01
R ₁ C ₄	1	1.44	0.19	0.13
R ₂ C ₁	6	5.85	0.02	0.00
R ₂ C ₂	9	8.97	0.00	0
R ₂ C ₃	22	21.84	0.03	0.00
R ₂ C ₄	2	2.34	0.12	0.05

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R ₃ C ₁	2	1.8	0.04	0.02
R ₃ C ₂	2	2.76	0.58	0.21
R ₃ C ₃	7	6.72	0.08	0.01
R ₃ C ₄	1	0.72	0.08	0.11
R ₄ C ₁	3	2.85	0.02	0.01
R ₄ C ₂	4	4.37	0.14	0.03
R ₄ C ₃	11	10.64	0.13	0.01
R ₄ C ₄	1	1.14	0.02	0.02
R ₅ C ₁	1	0.9	0.01	0.01
R ₅ C ₂	1	1.38	0.14	0.10
R ₅ C ₃	3	3.36	0.13	0.04
R ₅ C ₄	0	0.36	0.13	0.36
Calculated value				1.2

$$(O - E)^2$$

$$\text{Chi square}(x^2) = \frac{\quad}{\quad}$$

E

$$\text{Degree of freedom (v)} = (R-1) (C-1)$$

$$= (5-1) (4-1)$$

$$= 12$$

$$\text{Level of Significance} = 5\%$$

$$\text{Table value (TV)} = 21.026$$

$$\text{Calculated value (CV)} = 1.2$$

CV < TV

= H₀ is Accepted

RESULT

Since the calculated value is less than the table value. So we accept the null hypothesis. There is no relationship between educational qualification and knowledge and skill gained by training programme.

FINDINGS

Majority 39% of the respondents are the age group 26-35.

Majority 64% of the respondents are male.

Majority 56% of the respondents are under diploma.

Majority 49% of the respondents are said 0-5 year experience.

Majority 98% of the respondents are said attend training programme.

Majority 35% of the respondents are said attend co – ordination program.

Majority 31% of the respondents are improve skill strongly agree.

Majority 39% of the respondents are said gain high knowledge.

Majority 96% of the respondents are said company follows performance appraisal system.

Majority 32% of the respondents are said club membership method implement.

Majority 47% of the respondents are said satisfied in job involvement.

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Majority 34% of the respondents are said satisfied in team work.

Majority 98% of the respondents are said improve performance require training.

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Majority 35% of the respondents are said recruitment in industry networks.

Majority 76% of the respondents are said organization expenses related to skill enhancement.

Majority 59% of the respondents are said skill development programme high.

Majority 29% of the respondents after attend skill development programme increase organization production and job efficiency.

Majority 45% of the respondents are said implementation of the skill acquired by skill development program are agree rectify technical problem.

Majority 69% of the respondents are said skill development programme perception level are neutral in accident reduction.

SUGGESTION

- It varies from employee to employee; there is no constant or readymade skill set for technical skill set for technical area. In simple it is the ability to complete the industrial Standard.
- They should give lot of on-the-job and off-the-job training program for sales development managers to reduce the gap relating to their technical skill. We can send the employees to well developed organization for technical training.
- Performance counseling is a way to improve their technical ability.
- Joint consultation is the process by which management involves employees through their representatives in discussion on relevant matters which affect or concern those they represent.
- This process allows employees the opportunity to influence the proposal before the final management decision is made.
- Quality circles are small groups of employees, usually led by a Branch Managers, who meet regularly to solve problems and to find ways of improving aspects of their work.

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- Ask the most logical coordinator (Ministry of Health, national family planning council, if one exists, or primary donor) to call a meeting. Propose a draft agenda and suggest organizations that might send representatives to the meeting.
- Conduct a functional allocation exercise to see who is currently doing what and to identify gaps and redundancies. Define the key areas for coordination, and specify the desired changes and results.

CONCLUSION

The expectation of superiors about the employee is not fulfilled. So by implementing above suggestion the existing skill gap can be reduced. The reduction of skill gap will further moulds the employee to achieve the objective of the organization and further the expectations of superiors can also be satisfied.

The employees of Kovai maruthi Papers were very cooperative and having a good opinion about the company. The employees were flexible always. Thus from this survey of individual, the employees of Kovai maruthi Papers were very cooperative and having a good opinion about the company. Thus the good training and education for employees by Kovai maruthi Papers at Namakkal.

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