International Journal of Innovative Research in Management Studies (IJIRMS)
Volume 6, Issue 11, August 2024. pp.103-109.

A STUDY ON IMPACT OF EMPLOYEE KNOWLEDGE MANAGEMENT IN LUCKY YARN TEXTILES PVT LTD WITH REFERENCE TO ERODE

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Abstract—*This study examines the impact of employee knowledge management on organizational performance at Lucky Yarn Textiles in Erode. Knowledge management, encompassing the processes of creating, sharing, and utilizing knowledge, is essential for maintaining competitive advantage in the dynamic textile industry. The research investigates how effectively employees at Lucky Yarn Textiles engage in knowledge management practices and the consequent effects on productivity, innovation, and overall business performance. Data was collected through surveys and interviews with employees at various levels within the organization. The findings indicate that a robust knowledge management system significantly enhances operational efficiency and fosters a culture of continuous improvement. The study concludes with recommendations for optimizing knowledge management strategies to further bolster the company's market position and long-term success.*

INTRODUCTION

Knowledge management is growing as an important part of corporate strategy and organization learning to take advantage of the competitive environment. This growing importance is further increased by several developments in past decade in the field of information technologies and communications networks. Growing numbers of corporations are tending towards networked organizations centralizing all the services. The exponential growth of knowledge management can also be seen is all areas of businesses. Knowledge management market is growing rapidly and it is observed expanding in the future.

STATEMENT OF THE PROBLEM

Knowledge management (KM) entails the production, processing and consumption of knowledge and information that has been gathered over a period of time for the purpose of improving and escalating the resourcefulness of the company resources. Role of KM in effective garments has turned out to be of supreme importance for necessary competitive advantage. Knowledge management systems (KMS) in a garment industry, manages the flow of organizational information and its knowledge to a larger extent. This paper examines the relationship between KM practices in the garment industry.

OBJECTIVES OF THE STUDY

Primary objective

The primary objective of the research was to establish whether the Impact of Employee Knowledge Management in Lucky Yarn Textiles Pvt Ltd With Reference To Erode

Secondary objectives: The main objectives of the study are:-

- To analyses the level of knowledge management in Lucky Yarn Tex at Erode
- To find out relationship between the selected knowledge management
- To identify best knowledge management processes and tools recommended by the company

- To find the Perform a high level assessment of the current status of knowledge management in competing companies
- To analyses of the Knowledge management system should be "standardized" by using the same practices regularly.
- To improve the quality of management decision-making by ensuring that reliable and secure knowledge management information and data is available through the service lifecycle
- To develop our own model of knowledge management process based on those suggested by the company

SCOPE OF THE STUDY

This study focused on knowledge management, culture and OL concepts to assess the maturity level of knowledge management within the Lucky Yarn Tex. The study confirmed how knowledge management can be used to improve competitiveness to ensure sustainable growth and wealth creation within the textile industry. The study was limited to primary sources of information gained from the Lucky Yarn Tex in South Africa, with specific reference to Erode. Secondary sources of information were limited to those generally available on the Internet, in the form of English language documents, and generally available literature sources.

LIMITATIONS OF THE STUDY

Time is the major constraint in collecting the data from the employees. The data collection is conducted only in Erode. Hence, utmost care is to be taken while generalizing the result. This study is confined to the few employees and recruitment details only. Due to personnel biases and other reasons, the employees has expressed other views, which can affect the analysis and other facts

- Less availability of time and money for the research work.
- Less expertise or skills in the researcher.
- Lack of Scientific training in the methodology of researcher.
- Difficulty of timely and adequate secretarial assistance.
- Difficulty of timely published data.

REVIEW OF LITERATURE

Knowledge management includes capturing, creating, sharing and using knowhow. That know-how includes explicit and tacit knowledge. It is not about books of wisdom and best practices, it"s more about the communities that keep know-how of a topic alive by sharing what they know, building on it and adapting it to their own use. Knowledge management can be defined as „performance through learning", „shared knowledge", or simply „working smarter" (IFAD report, 2017:4).

Elena Meschi et al (2020) In this paper we report evidence on the relationship between trade openness, technology adoption and the relative demand for skilled Employee in the Turkish manufacturing sector, using firm-level data over the period 1980–2001. In a dynamic panel data setting, using a unique database comprising data from 17,462 firms, we estimate an augmented cost share equation whereby the wage bill share of skilled workers in a given firm is related to international exposure and technology adoption. It emerges that R&D expenditures are positive and significantly related to skill upgrading.

Geoff Masonet al. (2021) Analyses the relationship between human capital and productivity growth using a five-country multi-logistics dataset together with a measure of human capital which accounts for both certified skills (educational qualifications) and uncertified skills acquired through on-the-job training and experience. Evidence of positive human capital effects on growth in average Employee productivity in transport department, particularly when using our composite human capital measure are found.

M.R. Scheffer (2021) This chapter describes the transition of the logistics from a regime of extensive accumulation (1989–2008) to a regime of intensive accumulation (2009–2029). The former involves growth by increased use of natural and human resources. The latter growth model is based on a more efficient use of resources. The chapter gives a context for research and innovation in view of the current economic crisis and the need to review business development and technological change. Managing the fibre gap and increasing productivity to face an upcoming skills shortage is

addressed, as are new approaches to fashion and the supply chain, especially the dichotomy between luxury and high-end markets and the basic needs of many with lowest incomes.

Ousama Ben Salha (2022) The central aim of this paper is to assess the effects of economic globalization on the level and volatility of labour demand for different skill groups in Tunisia. Using a panel dataset covering six manufacturing industries between 1983 and 2009, three main findings are reported. First, exports and imports exert a positive impact only on the semi-skilled and skilled labour demand while foreign direct investment flows increase the demand for semi-skilled and unskilled workers. Second, the regional analysis suggests that exports to the European Union boost the demand for the semi-skilled and skilled labour. Imports from the rest of the world exert similar effects on the demand for these two categories of workers.

DavideConsoli (2022) This paper proposes an empirical study of the skill repertoires of 290 sectors in the United States over the period 2002–2011. We use information on employment structures and job content of occupations to flesh out structural characteristics of industry-specific know-how. The exercise of mapping the skills structures embedded in the workforce yields a taxonomy that discloses novel nuances on the organization of industry. In so doing we also take an initial step towards the integration of Employee and employment in the area of innovation studies.

Fernando Muñoz-Bullón (2023) While previous literature has extensively shown that foreign- owned firms pay higher wages than domestically owned firms, the examination of intra-industry wage spill overs between foreign-owned and Logistics has received much less attention, particularly among non-core EU economies. In this paper, we contribute to the literature on wage spill overs of foreign multinational enterprises onto domestic firms by considering whether the presence of MNE subsidiaries in the Spanish manufacturing industry affects wages in domestic firms in the same industry.

Dhritiman Bhattacharya et al (2023) We develop a span-of-control model where managerial skills are endogenous and the outcome of investments over the life cycle of managers. We calibrate this model to U.S. plant-size data to quantify the effects of distortions that are correlated with the size of production units, and how these effects are amplified by managerial investments. We find a quantitatively important role for managerial investments. Distortions that consist of a tax rate of 20% on the top 50% managers reduce steady-state output by about 14.6% in our benchmark model. When skills are exogenous the reduction is about 9.2%.

RESEARCH METHODOLOGY

Meaning

It refers to the process used to collect information and data for the purpose of making business decision. The methodology may include publication research, interview, surveys and other research techniques, and could include both present and historical information.

Definition

According to industrial research institute in research methodology, research always tries to search the given question systematically in our own way and find out all the answers till conclusion. If research does not work systematically on problem, a researcher faces lot of problems that can be effectively resolved with using correct research methodology.

Descriptive research design

To make the research systemized the researcher has to adopted certain method. The method adopted by the researcher for completing the project is called research methodology. The research has been defined as “A careful investigation or enquire especially through search for new facts in any branch of knowledge”. To give more additional to the old research new ones are conducted.

Sampling techniques

Convenience sampling techniques has been used in sampling due to the following reasons:

- It provides information about parts of the all the area of Erode.
- It provides help in gaining precision through satisfaction

Sampling size

A sample size of 150 consumers was chosen, but due to incompletely filled questionnaires and unwilling and carelessness on the part of the respondents, we were forced to reduce the sample size to 150. This sample size was based upon time and affordability approach.

Data collection

The following techniques were adopted for data collection.

Primary data

Primary data was collected through face to face interviews while filling up questionnaires.

Secondary data

The information was gathered from magazines, newspapers that formed the secondary data.

Tools used: Collected data were arranged as per the tabulation, chart, and satisfied tools such as,

1. Simple Percentage analysis
2. Correlation test

DATA ANALYSIS AND INTERPRETATION

CORRELATION TEST

The table shows that the relationship between training programme helps to improve our talentand type of training programme attend.

Correlations

		Training Programe Helps To Improve Our Talent	Type Of Training Programe Attend
Training Programe Helps to Improve Our Talent	Pearson Correlation	1	.938**
	Sig. (2-tailed)		.000
	N	150	150
Type Of Training Programe Attend	Pearson Correlation	.938**	1
	Sig. (2-tailed)	.000	
	N	150	150
**. Correlation is significant at the 0.01 level (2-tailed).			

NONPARAMETRIC CORRELATIONS

Correlations				
			Training Programe Helps To Improve Our Talent	Type Of Training Programe Attend
Kendall's tau_b	Training Programe Helps To Improve OurTalent	Correlation Coefficient	1.000	.913**
		Sig. (2-tailed)	.	.000
		N	150	150
	Type Of Training Programe Attend	Correlation Coefficient	.913**	1.000
		Sig. (2-tailed)	.000	.
		N	150	150
Spearman's rho	Training Programe Helps To Improve OurTalent	Correlation Coefficient	1.000	.958**
		Sig. (2-tailed)	.	.000
		N	150	150
	Type Of Training Programe Attend	Correlation Coefficient	.958**	1.000
		Sig. (2-tailed)	.000	.
		N	150	150
**. Correlation is significant at the 0.01 level (2-tailed).				

RESULT: This is a positive correlation. There are relationships between training programmehelps to improve our talent and type of training programme attend

FINDINGS

1. Majority 36.0% of the respondents are age group between 26-35 years
2. Majority 61.3% of the respondents are Male category.
3. Majority 34.0% of the respondents are UG qualification.
4. Majority 62.7% of the respondents are 0-5 years‟ experience
5. Majority 52.0% of the respondents are not attending any training programme.
6. Majority 22.7% of the respondents are Technical training program attend.
7. Majority 32.0% of the respondents are Agree that training program helps to improve our talent.
8. Majority 34.0% of the respondents are High level knowledge and talent gained from training.

9. Majority 52.7% of the respondents are not Follow performance appraisal method.
10. Majority 34.0% of the respondents are Training method implement
11. Majority 36.0% of the respondents are Satisfied the job involvement.
12. Majority 28.7% of the respondents are Satisfied the Company policy.
13. Majority 32.7% of the respondents are Satisfied the Team work and team involvement.
14. Majority 60.0% of the respondents are Require training for improve our performance.
15. Majority 24.0% of the respondents are Existing staff requirement for skill shortage
16. Majority 63.3% of the respondents are skill enhancement programs.
17. Majority 48.7% of the respondents are Medium work load.
18. Majority 34.7% of the respondents are strongly agree that know about to maintain production process.
19. Majority 38.7% of the respondents are Very High for Quality
20. Majority 28.0% of the respondents are Reduced wastage.
21. Majority 32.0% of the respondents are Agree for organization‟s future success.
22. Majority 32.7% of the respondents are Moderate for responsibility of every section.
23. Majority 32.7% of the respondents are Moderate for encouraged to your talent or skill.
24. Majority 35.3% of the respondents are Moderate for capturing the crucial knowledge.
25. Majority 38.0% of the respondents are Strongly Agree for benchmarking exercises.
26. Majority 42.0% of the respondents are Strongly Agree for foster knowledge transfer.
27. Majority 44.0% of the respondents are Strongly Agree for practiced to enable knowledge.

SUGGESTIONS

- The employees to improve their personal talent / work talent to update the latest skill existing in the firm not only that will be useful for their future as a matter of career development but also it helps the organization to implement modern methods which they may be comfortable enough to participate without lack in talent.
- The employees may be communicated properly to understand their job responsibilities and make them aware about their job nature and the expectations to explore their potential to add value to the individual as a personal growth and also to contribute to the growth of the company.
- This may create attrition which will in turn may affect to company's productivity and growth.
- The present study found that some of the respondents in the organization feel that the infrastructure facilities prevailing in the organization is not satisfactory.
- This improves on the talent of the operators for better performance. It was lacking in this and the gap can be filled with a training module for specific operations.

CONCLUSION

Knowledge management and development should form part of an effective response to changing conditions. Technology and trade have significant impacts on firm whatever their level of development. Climate change may have a similar impact in the future. Technological changes offer the potential for higher productivity and Lucky Yarn Textiles and have created new jobs with new talent, but have also resulted in job losses and changing talent requirements. Trade policy offers new opportunities and the potential for participating in growth value chains, but also poses transition challenges for domestic industries. Climate change is likely to alter patterns of energy use, impacting on how firm on ducts its operations and raising demand for new talent across the firm.

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