Training and Its Influences on Work Performance Among Handloom Weavers of Kanchipuram in Tamil Nadu

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ABSTRACT

Nowadays training is an important concept in the handloom business world because handloom weavers need modernization of handloom technology and skill up-gradation for the weaving process most of the handloom business peoples are concentrating on how to develop their handloom industries, In addition to it, development and awareness programs are needed for the modern marketing practices, The both state and central governments are taking the accountability to impart the training to handloom weavers. So, training helps to increase the handloom business outcomes. This study is an attempt is understanding and measuring what are the challenges and difficulties faced by handloom weavers in their business. The reason is now all are in the competitive world need to update our knowledge. The handloom training centers are established in Kanchipuram as a specialized institute to provide the various types of training programs for the weavers in the respective handloom circles. The data is collected from a structured questionnaire. The sample size is 260 and also it is stratified sampling. The respondents are the handloom weavers of the Kanchipuram district various. In this study, Pearson's correlation and structured equation model (SEM) are used for analysis. The result of this study is Majority of handloom weavers found that training is beneficial for their business development and training positively influences the work performance of handloom weavers in Kanchipuram.

Keywords: *Training, Work Performance, Handloom Weavers, Kanchipuram, Tamil Nadu.*

INTRODUCTION

TRAINING

The handloom business is continuously changing and dynamic organizations will need to provide the training to weavers of handloom in Kanchipuram throughout their careers. If they do not provide continuous training, they will find it difficult to stay ahead of the competitive world. Training is basically a task-oriented activity that prepares people to carry out predetermined tasks. Development is a complex process wherein the individuals learn, grow, improve their abilities to perform a wide variety of roles within and outside the organization, and acquire desirable attitudes

and values. Training to increase skill in performing a job as well as education to increase general knowledge and understanding of business circumstances. The training program for handloom weavers needs for modernization of handloom technology and skill up-gradation for the weaving process. The handloom weavers need training on loom setting, pre-loom activities, weaving, Dyeing, Frequent design changing, introducing new variety, Repairing and replacing the damaged loom accessories, and weaving defect-free cloths. In addition to it, development and awareness programs are needed for modern marketing practices, costing, and co-operative management. Both state and central governments are taking the accountability to impart the training to handloom artisans. The handloom training centers are established in Kanchipuram as a specialized institute to provide the various types of training programs for the weavers in the respective handloom circles in Tamil Nadu. In addition to it, weavers services centers (WSCs) are taking the responsibility of conducting the training for handloom weavers in all the districts of Tamil Nadu. In this connection, the Indian Institute of Handloom Technology (IIHT) Salem, and The National Institute of Fashion Technology (NIFT), Chennai are nodal agencies in this respect under integrated handloom development projects.

The other benefit of training is that it will keep handloom weavers motivated. New skills and knowledge can help to reduce or minimize boredom. It also demonstrates to the weavers that they are valuable enough to invest in them and their development. Training can be used to create positive attitudes by clarifying the behaviors and attitudes that are expected from the handloom weavers. Training can save money and time if the training helps the weavers to become more efficient. Training is a process of learning a sequence of programmed behavior, it is an application of knowledge. It gives awareness to the weavers of handloom and procedure to improve their work performance on current work or prepare them for an intended work.

WORK PERFORMANCE

Training is the relationship of weavers with the organization. Work performance is how well an individual performs a job, role, task, or responsibility. This includes tangible things such as revenue targets and intangible things such as communication. This encompasses all levels of weaver's satisfaction and is reflective in the kind of work performance. High weavers training connotes weaver's satisfaction and high motivation to boost work performance and productivity. On the contrary, low weavers training typically results in lower productivity which translates into organizational failure.

STATEMENT OF THE PROBLEM:
Handloom weavers training is an essential activity needed by all districts in Tamil Nadu considering the ever-demanding technological improvement, innovation, and technical advancement by the industry. Therefore, to meet the challenges training is one of the important for better productivity and performance. However, the handloom business has been a constraint due to a lack of interest to fund training projects, weaver's inefficiency to cope with training needs, and lack of weavers to carry out such as training. It is, therefore, pertinent to address these

limitations in order to meet up with the desired target of having efficient and skill full weavers that will be productive and accomplished the desired goal in the handloom businesses.

REVIEW OF LITERATURE

Amita Pandya and Joymati Thoudam (2010) studied the textile zones in the North East region of India focusing on specific designs. They indicated that due to the intrusion of modern technology, the traditional hand weaver textiles of Manipur are scarcely found and changing in terms of designs and motives. Documentation of the hand-woven textiles of Manipur is the initiative to conduct the study. Obisi (2011) Training is a process through which skills, talent, and knowledge of the employee are enhanced and increased. He further explained that the concept of training and development are terms used interchangeably. However, it can be differentiated from the other. Training is for a specific job purpose while development goes beyond specifics to improve job performance and bring about the growth of personality.

Madhuri G.V. and Tejaswani K. (2012) stated that India occupies second place in the production of cotton cellulosic fiber and silk in the world. All the states in India claim their culture and heritage in handloom products. Their study explained comprehensively the challenges faced by the handloom industry in Andhra Pradesh. The present situation of the handloom industry and the framework of the internationalization process of SMEs are presented. Mhamudur Rahman Md. (2013) studied the handloom scenario in Bangladesh and stated that this sector had a glorious past, questionable present, and doubtful future due to various internal and external forces. Their study identified the prospects of the handloom industry in Bangladesh. The study revealed some predetermined factors, like-shortage of working capital, high cost of raw materials, lack of organizing capability, inadequate technology and efficiency, lack of policy support and huge knowledge gap, lack of power supply, and shortage of credit facilities are the main factors of the handloom industry in Bangladesh. Mintu Kundu (2014) said the future prospects and further development of the handloom industry are possible if the industry grows well and can solve the present problems of backwardness. Konita Basumatary (2014) mentioned that Assam districts in Bodoland territorial area are leading in the production of handloom products. Handloom products are in great demand in this district as well as in the state and national markets. Employment generation as well as rural development, and play a vital role in Assam. The researcher analyzed the achievements of the handloom sector in BTAD (Bodoland Territorial Area Districts Assam) and also the problems related to the socio-economic conditions of weavers. Priyanka Bhutani (2014) observed the significance of the unique identity of the handloom sector and the prevailing issues faced by the sector. The study explains the reasons why handloom lost its identity and deserving value and suggests possible remedies for revival. The studies referred in the earlier paragraphs were confined to either certain regions or some specific issues of the handloom industry. None of the studies focused on handloom clusters and measured the impact of the clusters on the socio-economic conditions of the weavers. The present study has been taken up to fill the gap and to contribute for the development of the handloom industry.

Tanusree (2015) has carried out a work entitled, "A study of the present situation of the traditional handloom weavers of Varanasi, Uttar Pradesh, India" based on the data that have been collected through the in-depth interview, case study, and focused group discussion. The paper briefs out the reasons behind the declining situation of handloom weaving in Varanasi. Thus, the study concludes with a suggestion that due to industrialization, the handloom weavers of Varanasi have lost their prestigious traditional industry, so the policymaker should realize the importance of the handloom sector and allocate the required funds for the upliftment of handloom weavers to avoid the decline in the handloom industry.

Basu (2016) has conducted a study entitled "Textile, Garment, and Fashion Industry in Odisha, Prospects, and Challenges" based primarily on descriptive analysis and the author's own investigation and analysis. The paper aims to study the growth and prospects of the textile, garment, and fashion industry in Odisha and the challenges faced by the same. The paper briefed on the need of the textile industry, reasons for the closedown of textile mills, and government initiatives to revive the sector. The findings revealed that Odisha handloom is growing but there is some drawback in form of quality, price, marketing, and export of the products. It is suggestible that the garment sector should be encouraged for earning more revenue and employment and initiative should be taken by the state Govt to provide infrastructural development and more refined textile schemes.

Jain and Gera (2017) have conducted research named "An Analytical Study of Handloom Industry of India" based primarily on secondary data available on the handloom sector of India. The findings of the paper suggest that the weavers lack knowledge about the modern techniques of production, packing, designing, promotion, etc. Therefore, for the development and promotion of the handloom industry, there is a need for extensive research in this field.

VARIABLES OF THE STUDY:

Training:
Increasing Productivity
Value Addition of Cloth
Knowledge about New Technology
Quality
Work Performance

OBJECTIVES OF THE STUDY:

- ➢ To analyze training and its relationship with work-life balance.
- ➢ To examine the influences of training on Work-life balance
- ➢ To offer suggestions to improve training which leads to work-life balance.

RESEARCH METHODOLOGY

Research Design:

The research design for this study is descriptive in nature and the researcher used quantitative research methodologies. For quantitative research, a structured questionnaire was used. A structured questionnaire was designed and was pre-tested before using it as a final instrument for collecting the data and analyzing these to make a critical evaluation of the performance.

Sampling Design and Size:

Researchers targeted all the levels of handloom weavers in various areas at Kanchipuram, Tamil Nadu, A detailed study comprising all 550 respondents of handloom weavers an arduous task for an individual researcher. Therefore, to keep the study within the reliable and manageable limits, **STRATIFIED SAMPLING TECHNIQUE** was adopted. 300 questionnaires were distributed in the sample areas of Kanchipuram, Tamil Nadu and 280 handloom weavers respondents' data were collected among which 260 questionnaires were found suitable for the study.

Primary Data:

The primary data were collected from the handloom weavers of various areas at Kanchipuram in Tamil Nadu, a questionnaire was prepared exclusively for this purpose, this questionnaire contains direct questions on the Likert scale.

Secondary Data:

Handloom weaver's profiles, websites, magazines, and published international and national articles were used widely as support to primary data as a secondary data source.

Pre-Testing Procedures (Pilot Study)

Before the survey questionnaire was administered to the respondents, a pre-test of the questionnaire was conducted to test the validity of the questionnaire used for data collection 90 Questionnaires were distributed personally to the handloom weavers, some minor wording modifications to the questionnaire and certain changes were made which enabled the researches to plan the survey effectively and to accomplish the objectives of the study and made as a result of this process

Reliability:

The internal consistency reliability method was used in this study to determine the reliability of the scale questions by determining the co-efficient alpha. Cronbach's co-efficient alpha is a measure of the internal consistency of measurement.

S.No.	Variables	Alpha Value

1	Increasing Productivity	0.728
2	Value addition of cloth	0.681
3	Knowledge about new technology	0.754
4	Quality	0.811
5	Work Performance	0.796

Overall reliability of the study is .754

OBJECTIVES OF THE STUDY

o   To analyze training and its relationship with work performance.
o   To assess the influence of training on work performance.
o   To offer suggestions to improve training this leads to the work performance.

HYPOTHESES OF THE STUDY

H_{01}: There is no significant relationship between training and work performance.
H_1: There is a significant relationship between training and work performance.
H_{02}: There is no significant influence of training on work performance.
H_2: There is a significant influence of training on work performance.

ANALYSIS AND INTERPRETATION

Correlation Analysis between training and work Performance.
H_{01}: There is no significant relationship between training and work performance.
H_1: There is a significant relationship between training and work performance.

Table: 1

Training		Work Performance
Increasing Productivity	Pearson Correlation	0.773
	Significance(2-tailed)	0.001*
Value addition of cloth	Pearson Correlation	0.618
	Significance(2-tailed)	0.001*
Knowledge about new technology	Pearson Correlation	0.803
	Significance(2-tailed)	0.001*
Quality	Pearson Correlation	0.722
	Significance(2-tailed)	0.001*
	N	260

Source: Primary data; *significant at one percent level.

In order to test the relationship, Pearson correlation was applied. From the result, it is observed that there is a positive correlation between the independent variable and work performance. The training i.e., **Increasing Productivity** has the r-value of (r=0.773), **Value**
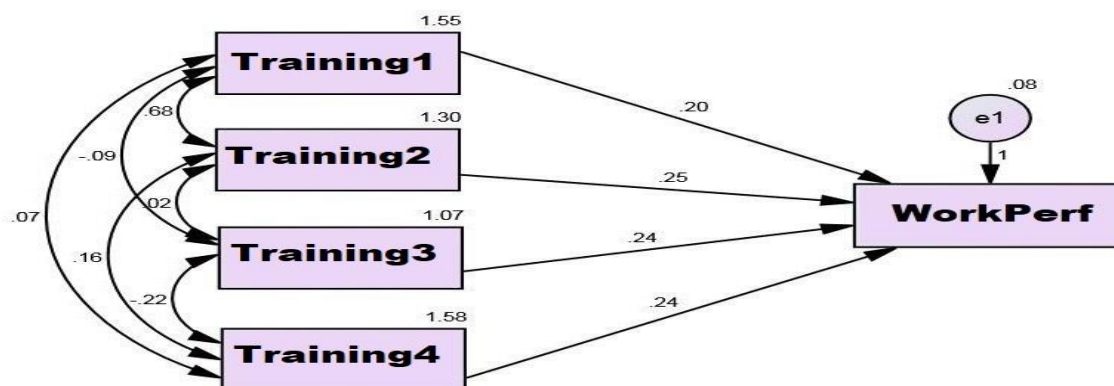
addition of cloth (r=0.618), **Knowledge about new technology** (r=0.803), and **Quality** (r=0.722) from the p-value in the correlation matrix, it is observed that the level of independent variables relationship was significant at 0.01 level. Hence the null hypothesis is rejected and the alternative hypothesis is accepted. So, it is concluded that there is a significant strong relationship between training and work performance.

Multiple Regression Analysis of training on work Performance

H_{02}: There is no significant influence of training on work performance.

H_2: There is a significant influence of training on work performance.

Figure- 1.: Multiple Regression Path Analysis

Abbreviation of Variables

Abbreviation	Variables
Training-1	Increasing Productivity
Training-2	Value addition of cloth
Training-3	Knowledge about new technology
Training-4	Quality
WorkPerf	Work Performance

Table- 2- (a): Model Fit Summary

Model	R	R-Square	Adjusted R-Square	Std. Error of the Estimate
OC	0.908	0.824	0.823	0.27941

The model summary table interprets the R, R^2, Adjusted R^2, Standard error of the estimate, and model fits. A multiple Correlation coefficient of 0.908 is a good level of prediction. The coefficient of determination as increasing productivity (Training-1), Value addition of cloth

(Training-2), knowledge about new technology (Training-3), and quality (Training-4) are 82% dependent on work performance.

Table- 2- (b): Regression Weights of Training on Work Performance

Regression Weights	Estimate	S.E.	C.R.	P
Work Perf <--- Training-1 (Increasing Productivity)	.202	.011	19.041	***
Work Perf <--- Training-2 (Value addition of cloth)	.251	.012	21.604	***
Work Perf <--- Training-3 (New technology)	.237	.011	20.833	***
Work Perf <--- Training -4 (Quality)	.245	.009	26.057	***

Note: *** is 1% α -significant level

The path diagram represents the training are like increasing productivity (Training-1), Value addition of cloth (Training-2), knowledge about new technology (Training-3), and quality (Training-4). Here multiple regression analysis is employed for all four reasons; all are highly significant for work performance.

The squared multiple correlation estimate score is 0.824, though the first and foremost lead is Value addition of cloth (Training-2), the estimated value is 0.251. The next lead is quality (Training-4) the estimated value is 0.245. The next preference is knowledge about new technology (Training-3) the estimated value is 0.237. It has been concluded from the analysis, that most of the handloom weavers perceived empowerment in their training.

Table-2-(c): Covariance of Training

Covariance	Estimate	S.E.	C.R.	P
Training-1 <--> Training-4	.067	.065	1.027	.304
Training-2 <--> Training-4	.162	.060	2.694	.007
Training-3 <--> Training-4	-.222	.055	-4.046	***
Training-1 <--> Training-3	-.089	.054	-1.656	.098
Training-2 <--> Training-3	.019	.049	.389	.698
Training-1 <--> Training-2	.675	.065	10.322	***

The above table Interprets the covariance relationship of training, three relationships only significant the p-value, that is less than 0.01, the positive relationships are (Increasing Productivity) Training-1<-->Training-2(Value addition of cloth), and (Knowledge about new technology) Training-3<-->Training-4(Quality), the estimate values are 0.675 and, 0.162 respectively. The remaining relationships highly differ from one another. The result is concluded that the (Increasing Productivity) Training -1<-->Training -2(Value addition of cloth) and is (Value addition of cloth) Training-2<-->Training-4(Quality) variables are in the interrelationship variables.

Hence the null hypothesis is rejected and the alternative hypothesis is accepted. From the regression equation, it is inferred that training is positively influencing the work performance of handloom weavers of Kanchipuram in Tamil Nadu.

DISCUSSIONS

This study investigates the four dimensions of training and work performance. The earlier literature has affirmed vital connections between training and work performance to quit. In particular, however numerous researchers have trained a capable connection between training measurements, findings of this study reveal that especially use of increasing productivity (Training-1), Value addition of cloth (Training-2), knowledge about new technology (Training-3), and quality (Training-4) among these four sub-elements of training measured with regards to the hypothesized association. These outcomes are discoveries that exclusively correlate with work performance. Training is 82.4 percent influence the work performance, that means 82.4 percent its give results and increases the work performance, particularly value addition of cloth (Training-2) 25.1 percent highly influence the work performance handloom weavers are accomplishment with express and appraise their performance, increasing productivity (Training-1) 20.2 percent lowly influence the work performance for this an incentive scheme should be coupled with the productivity improvements of the handloom weavers after the Training. Kandavel, R., and Sakthivel, D. (2018). Training increases employee morale. So, this automatically helps to increase the business outcomes, like that in this study training automatically helps to increase the business outcomes of handloom weavers. The present study provides supporting proof in the concert of training elements was unfavorably concerning with work performance. To determine, the analysis does not merely establish the relations between training and work performance, however, additionally comes across the distinct dimensions of training provided helpful suggestions for administration implications.

RECOMMENDATION FOR FUTURE STUDY

The results of this study open up many possibilities for future studies to build on and develop. Specifically, the main results of the study replicated the findings of previous studies. However, the study chooses only handloom weavers of Kanchipuram in Tamil Nadu, the same study could be replicated in the other service sectors, i.e., Banking, Media, Health Care, Agriculture, and Manufacturing sector not only in Tamil Nadu but nationally as well. As only key variables, which conformed to the hypotheses, were tested and discussed, it will be important, for further research, to investigate the relationship between relevant sub-dimensions of work Performance. It is further recommended that similar research can be carried out for all the positions of handloom weavers. Such kind of research would throw immense light and give a deep analysis if conducted on lower-level to higher-level handloom weavers that how they can be guided to develop their culture and thus enhance their work performance and the further rise in the hierarchy.

CONCLUSION

From this study, we point out that training plays a vital role in handloom industries on work performance. Training enhances work performance and this study demonstrates that handloom industries weavers require a certain level of motivation. The study results show that there is a strong optimistic relationship between training and work performance. It is evident from the above results that weavers who receive training programs are more confident to handle higher responsibilities and new technologies in the organizations. They feel training shows them a clear career path in the organizations in this regard, designing appropriate training programs to improve handloom weaver's work culture is worthwhile. Handloom weavers have a significant role in society as they interact with the people to transfer their products and knowledge to them. For transferring products and knowledge in a proper way, they should be emotionally stable. Handloom weavers should have effective skills physical as well as mental. Training is helpful for the performance of their work better, as it would guide them to communicate clearly, which creates productive interaction at work as well as in personal life. The different values and beliefs based on work performance help in handloom industries association. The training helps in improving work performance. The positive association between training and work performance helps in improving the results of handloom industries. The handloom industry weavers have a strong influence on training as it leads to enhance handloom productivity. The handloom weavers in Tamil Nadu will subsequently try to make each weaver work a current one with satisfactory open doors for self-improvement. At whatever point a requirement for learning demand emerges in the framework the association should find a way to refresh the information and expertise of the weavers by sorting out preparing programs. Successful preparation and advancement assessment procedures are required to quantify the change in individuals and groups in regard to authoritative productivity and viability. On basis of particular conditions, training is helpful in improving and providing a competitive edge. The handloom weaver's training helps in improving their work performance based on the handloom industry's sustainability. The majority of weavers find training is beneficial for their development and training positively and significantly influences their work performance.

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