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Exploring the Role of Human Resource Management in Enhancing Employees Performance in the Garment Sector

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ABSTRACT: This study investigates the role of Human Resource Management (HRM) in improving employee performance within the garment industry. The sector's labour-intensive nature and competitive environment necessitate effective HRM practices to enhance productivity, efficiency, and sustainability. Key HRM strategies such as training and development, performance appraisal, compensation management, and employee relations are explored to assess their impact on workforce efficiency and organizational success. The research also examines the challenges faced by HR managers in implementing these strategies and provides recommendations for optimizing HRM practices. This study aims to offer valuable insights into the relationship between HRM and employee performance, aiding garment industry organizations in improving human capital management and overall competitiveness.

KEYWORDS: Garment industry, Human Resource Management, employee performance, training and development, compensation management, performance appraisal, employee relations, workforce efficiency, labor turnover, organizational success.

I. INTRODUCTION

The garment sector is vital to the global economy, especially in developing countries, driving employment and economic growth. Given its labour-intensive nature, improving employee performance is essential for productivity and sustainability. Human Resource Management (HRM) plays a key role in this, addressing challenges like high turnover and low job satisfaction. This study explores how HRM strategies, such as training, performance appraisal, and compensation management, impact employee performance and organizational success. It also examines the challenges HR managers face and offers solutions to enhance HRM practices for a more efficient, satisfied workforce.

STATEMENT OF THE PROBLEM:

The garment industry faces challenges in employee motivation, retention, and skill development due to poor HRM practices. Issues like high turnover, low job satisfaction, and ineffective HR strategies negatively impact productivity and efficiency. This study aims to explore how HRM can improve employee performance, addressing challenges such as motivation and job satisfaction to enhance organizational success.

SCOPE OF THE STUDY:

The study focuses on key HRM functions in the garment sector, including recruitment, training, performance appraisal, compensation, and employee motivation. It will evaluate the effectiveness of these practices in improving employee performance, job satisfaction, and overall business success.

OBJECTIVES OF THE STUDY

- ❖ 1.To analysis HRM strategies that contribute to increase productivity and efficiency among garment sector employees
- ❖ 2.To assess the role of employee training and development program in improving performance

II. RESEARCH METHODOLOGY

The research follows a descriptive analysis approach. Primary data was collected through structured questionnaires distributed to employees within the garment sector, while secondary data was gathered from various journals, magazines, and published papers. A sample size of 100 respondents from different departments in the garment sector was chosen using convenient sampling.

LIMITATIONS OF THE STUDY:

The study is limited to a specific number of garment factories, which may not fully represent the entire sector. There is a possibility of biased or socially desirable responses from employees, which could affect the accuracy of the findings. The short duration of the study may not allow for an in-depth understanding of long-term HRM impacts, and the findings may not be applicable to garment factories with differing work cultures.

III. REVIEW OF LITERATURE

- ❖ De Stefano, F., et al. (2021) highlighted COVID-19's impact on HRM in the garment sector, focusing on remote work and safety measures.
- ❖ Manyika, J., et al. (2022) emphasized the need for upskilling in response to digital transformation. Both studies stress HR's role in adapting to change and improving employee performance.

IV. ANALYSIS AND INTERPERTATION

INFLUENCE OF REWARDS ON EMPLOYEE COMMITMENT

Influence of Rewards on Employee Commitment	Frequency	Percent
Very high extent	25	25.0
High extent	31	31.0
Low extent	24	24.0
No influence	20	20.0
Total	100	100.0

SOURCE: PRIMARY DATA

INTERPRETATION

Table No 4.2.21 reveals that 31.0% of the respondents believe that rewards influence their commitment to a high extent, followed by 25.0% who feel the influence is to a very high extent, 24.0% to a low extent, and 20.0% who see no influence.

INFERENCE

Most (31.0%) of the respondents feel that rewards influence their commitment to a high extent.

V. FINDINGS

- 64% of respondents are male, with 49% aged 18–20 years.
- 68% hold an undergraduate degree.
- 25% work as system administrators, and 29% have 4–6 years of experience in the IT industry.
- 35% of respondents are satisfied with the performance appraisal system, and 33% believe working conditions positively influence their productivity.
- 32% perceive training and development programs as effective in improving performance.
- 38% prefer salary increments and bonuses as motivating rewards.

VI. SUGGESTIONS

- Strengthen training programs with practical application.
- Improve working conditions and safety protocols.
- Enhance performance appraisals with transparency.
- Regularly review salary and benefits to remain competitive.
- Increase opportunities for career development and skill enhancement.
- Promote a positive, inclusive work environment.
- Regularly evaluate HR policies based on employee feedback.

VII. CONCLUSION

The study emphasizes the importance of HRM practices, such as training, performance appraisals, and reward systems, in enhancing employee performance in the garment sector. Training programs focused on skill enhancement and technical knowledge are particularly effective, but gaps exist in applying these outcomes practically. Reward systems and HR policies are crucial for motivation and job satisfaction, but improvements in inclusivity, career growth opportunities, and communication are needed to further optimize employee performance and organizational success.

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