ABSTRACT

This dissertation ascertains the skills and exposes the skill gap among the selected operative workers of Tirupur Knitwear Industry. In the process it also explores the relationship between skill dimensions and the total work skill. Besides, suitable vocational education and training strategies favourable to the industry at Tirupur are identified. The total period of study was from January 2010 to January 2013.

Firms were selected purposively based on whether they had three functions of knitting, sewing and cutting. The operators of these respective functions formed the target of the study. Accordingly eleven firms were selected for the study undertaken. The research data was collected using

i. Skill Gap Survey, Apparel Companies’ Questionnaire, 2008 for analysing the skills of workers based on their perceptions and also based on perception of their supervisors.

ii. For suggesting relevant VET strategies for tackling skill gap, the questionnaire framed based on VET Implementation Strategies as suggested by FICCI (Federation of Indian Chambers of Commerce and Industry) was used.

Statistical analysis of data regarding the current study has estimated the current skill sets of the three operator categories and a comparative analysis of independent skill sets to total skills were studied with respect to the operator categories. Path analysis was done to reinforce the relationship between the various skill dimensions to total work skill. It is also found that there has been a considerable gap in nontechnical skills in all the three categories of operators studied. Skill gap has also been detected in certain aspects of technical skills of the three categories of operators.

VET is considered as a vehicle of entry of skills into the labour market. Hence suitable VET implementation strategies that would suit the skill development of workers were analyzed based on the perception of managers and trainers in the industry. It was found that certain strategies were favoured by both the managers and trainers, certain strategies were preferred by the managers and certain others were preferred by the trainers. This is an eye opener in deciding the implementation of VET strategies as the level at which these strategies must be implemented effectively is ascertained.