

THE ROLE OF HRM IN UPSKILLING & RESKILLING TRADITIONAL WEAVERS

*** Madhura Pawaskar & ** Dr. (Mrs.) Mugdha Shripad Bapat**

** Student of TYBMS – HR, ** Assistant Professor, Vidya Prasarak Mandal's K. G. Joshi College of Arts and N.G. Bedekar College of Commerce (Autonomous), Thane.*

Abstract:

This study investigates the role of Human Resource Management (HRM) in improving the employability, productivity, and innovation of traditional weavers in the weaving sector. To preserve the cultural craft while enhancing the livelihoods of artisans, the researcher explores how targeted HRM strategies can drive both social and economic benefits. Employing a qualitative approach, the study involves case studies to assess the impact of various HRM interventions. The research specifically focuses on training and development programs, such as specialized skills training, cross-generational mentoring, and the incorporation of digital tools. Findings reveal that HRM practices are crucial in bridging skill gaps, enhancing productivity, and fostering innovation. Specialized training helps weavers adapt to modern market demands, while cross-generational mentoring ensures the transfer of traditional knowledge. Additionally, the use of digital tools supports weavers in expanding their reach and improving efficiency. The study concludes that HRM interventions not only preserve traditional weaving techniques but also promote sustainable growth by improving the employability of weavers and encouraging innovation within the sector.

Keywords: HRM, Upskilling, Reskilling, Traditional, Weavers.

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Introduction:

Human resource management (HRM) is a strategic approach to managing people within a company to gain a competitive advantage. It focuses on policies, systems, employee benefits design, recruitment, training, performance appraisal, and reward management. HRM is crucial in the Khadi handloom sector, empowering local communities and promoting sustainable textile tourism. HRM functions include talent acquisition, onboarding, training, performance management, compensation, benefits, employee relations, and compliance.

HRM plays a crucial role in upskilling and reskilling traditional weavers in the textile industry. HRM can design and implement specialized training programs, focusing on modern weaving techniques, new materials, and technology integration. Mentoring or apprenticeship schemes can facilitate knowledge

transfer between experienced and younger generations. HRM can also motivate traditional weavers by acknowledging their skills and offering career development opportunities. Collaboration with industry experts can help weavers adapt to modern trends while maintaining their craft authenticity. HRM ensures proper working conditions, including ergonomic tools and workspaces. The incorporation of digital tools can increase efficiency and creative possibilities. HRM can also create new career paths beyond weaving, such as quality control, product design, or training. HRM promotes cultural and social sensitivity, respecting the heritage and values of the community.

Upskilling is a workplace trend that provides training programs to improve employees' skills and minimize skill gaps. It facilitates continuous learning and can potentially advance a worker's career path. Reskilling

involves learning new skills or acquiring knowledge in areas different from one's current role or expertise, enabling individuals to transition to new roles or industries. Benefits of reskilling include career advancement, job security, economic growth, and personal growth. Challenges include access to resources, resistance to change, and skill mismatch.

Objectives of the Study:

1. To Examine the Current Skill Gaps Among Traditional Weavers
2. To Investigate the Role of HRM in the Skill Development of Traditional Weavers
3. To Identify Best Practices in HRM for Skill Enhancement in Traditional Craft Sectors
4. To Analyze the Role of Technology in the Upskilling and Reskilling of Weavers
5. To Evaluate the Challenges and Barriers to Implementing HRM Interventions in the Weaving Sector

Problem Statement:

The absence of organized HRM frameworks in the weaving industry leads to various issues, including limited skill development, inadequate technology integration, socio-economic vulnerabilities, a generational skills gap, and cultural as well as social challenges. Consequently, this study aims to examine how Human Resource Management (HRM) can be strategically implemented to upskill and reskill traditional weavers, improving their competencies, marketability, and overall well-being while promoting the sustainability of the weaving sector. This exploration involves investigating the role of HRM in crafting suitable training programs, incorporating modern technologies, establishing career advancement pathways, and addressing the socio-cultural obstacles that hinder weavers from reaching their full potential. The topic "The Role of HRM in Upskilling and Reskilling Traditional Weavers" focuses on how HRM practices can enhance the skills and employability of

weavers in response to changing market demands.

Literature Review:

The proposed study, titled "The Role of HRM in Upskilling and Reskilling Traditional Weavers," explores the crucial part of Human Resource Management (HRM) in artisan sectors, specifically within traditional weaving. This study aims to enhance human capital to meet market demands while safeguarding cultural heritage. The literature review investigates HRM's contribution to upskilling and reskilling traditional weavers, emphasizing skills development, technology adoption, empowerment, sustainability, and socio-cultural issues. The research will underscore its diverse influence on the weaving industry by analyzing various studies on HRM in the craft sector.

1. Jeyashree et al. (2011). This study examines manager performance in cooperative spinning mills in Western Maharashtra, comparing the post-1990 economic situation to earlier conditions. Managers struggle with poor infrastructure, and bureaucracy fluctuates between socialist ideas and religious beliefs, leading to societal issues. The study focuses on corporate policy viewpoints.
2. Jawa et al. (2023) explore SHRM techniques to boost employee productivity, satisfaction, and competitive advantage in ikat-woven MSMEs like Lepo Lorun. The report, using a case study approach, highlights SHRM's role in economic growth, job creation, and worker integration in these firms.
3. Shaw, T., & Das, A. (2013) investigate the effect of capitalist control and technological advancements on the handloom sector in Varanasi, Uttar Pradesh, India is significant. The process of deskilling leads to skilled workers becoming alienated from their craft. Monopoly capitalism heavily influences the handloom business, and mechanization and automation are pushing skilled workers out of their

jobs. More research is needed to fully understand these impacts.

4. Z., F. (2012). A case study in Kashmir, India, focused on a government silk factory's human resources. The handloom weaving business in India employs millions, but its numbers have dropped due to practices compared to the Best Practice Model. The factory put in place four best practices: a safe and healthy workplace, performance-based bonuses, a 360-degree performance management feedback system, and fair evaluations. However, it did not offer open book management, knowledge sharing, or unexpected rewards.
5. Shaw, T., & International Science Congress Association (2015). The handloom weaving industry in India provides jobs for millions but is declining due to industrialization. Challenges include new technology, big company dominance, stagnant wages, and rising costs. This study seeks to understand these issues and preserve the industry's cultural and economic value.
6. Rai, S. K. (2022). This study looks at the handloom sector in Agra and Oudh, India, during the early 1900s. It shows how colonialism created a gap between modern and traditional weaving. Weavers, often seen as "backward," adopted modern technologies while keeping their community ties. The research highlights that to understand today's social life, we need to consider local job practices based in the community.

Research Gap: Above all research does not clearly indicate the conditions related to upskilling and reskilling traditional weavers. So, the researcher has selected the topic “The Role of HRM in Upskilling and Reskilling Traditional Weavers” under study.

Methodology: The selected research design is qualitative, specifically utilizing a case study approach to gain thorough insights. A case study entails an in-depth analysis of particular problem attributes,

considering both the historical background and the present conditions relevant to the subject being investigated. This method allows for a detailed examination of complex issues within their real-life contexts, fostering a deeper and more intricate understanding of the topic being explored.

The case studies provide valuable insights into the practices of human resource management (HRM) and their effects on traditional weavers. These studies emphasize the crucial role that effective HRM can have in improving the livelihoods and work conditions of artisans in today's world. In contrast to ancient times, when artisans often lacked support and resources, current HRM practices offer organized frameworks that cater to their needs, promote their welfare, and encourage a more sustainable working environment. By concentrating on elements such as employee training, equitable compensation, and appropriate working conditions, modern HRM can positively influence artisans, ensuring that their skills are acknowledged and their contributions appreciated.

Findings & Conclusions:

The researchers studied HRM practices for traditional weavers in various regions and countries, examining how these practices adapt to local cultures and economies. For example, In India, community training programs inspire artisans by enhancing their weaving skills and fostering pride in their craft, just as the researchers have shown.

This study investigates the role of Human Resource Management (HRM) in upskilling and reskilling traditional weavers to enhance their employability, productivity, and innovation. It highlights how targeted HRM strategies can deliver social and economic benefits while preserving traditional weaving practices.

The key findings reveal the following conclusions:

- HRM interventions are essential, as HRM practices significantly help close skill gaps, boost

productivity, and promote innovation among traditional weavers.

- Tailored training initiatives, cross-generational mentoring, and digital tools are essential in upskilling and reskilling traditional weavers.
- Incorporating technology is vital, as it enables the use of digital tools that significantly boost the efficiency, productivity, and market attractiveness of traditional weavers.
- HRM interventions in the traditional weaving sector need to recognize the socio- cultural challenges faced by traditional weavers, including limited access to education, training, and technology.
- HRM initiatives can support sustainable growth by improving the employability of weavers, encouraging innovation, and protecting traditional weaving techniques, thus advancing sustainable development in the weaving industry.
- The conclusions highlight the significance of HRM for professionals, organizations, and policymakers looking to assist traditional weavers. By implementing strategic HRM practices, organizations can improve skills, promote innovation, and guarantee sustainable development in the weaving industry.
- The research highlights the crucial role of HRM in empowering traditional weavers, preserving cultural heritage, and promoting sustainability in the industry.

Suggestions:

Considering the recent findings, it is recommended that the weaving sector proactively develops specialized human resource management (HRM) strategies tailored specifically to address the unique needs of traditional weavers. In an era where digital technology plays a critical role in business operations, investing in these advancements is essential; such investments will not only boost HRM practices but also enhance

overall productivity and foster innovation within the industry. Additionally, facilitating collaboration and promoting knowledge sharing between traditional weavers and industry experts can significantly bridge the generational divide, ensuring that valuable skills and insights are effectively transferred and preserved for future generations.

Implications:

The study highlights several significant implications for the weaving sector. One of the primary outcomes is the positive impact of Human Resource Management (HRM) interventions on traditional weavers. These interventions have led to enhanced employability and improved livelihoods for weavers, ultimately allowing them to access broader markets and gain better financial stability.

Furthermore, by focusing on skill development and training, HRM strategies have not only increased the productivity of these artisans but have also fostered greater innovation within the weaving industry. This upsurge in creativity and efficiency is crucial for the weaving sector to remain competitive in today's dynamic economic landscape.

Another vital aspect of the HRM initiatives is their role in preserving the rich cultural heritage associated with traditional weaving practices. By prioritizing the nurturing and transfer of traditional knowledge and skills, these interventions ensure that the unique artistry and craftsmanship of traditional weavers are maintained and celebrated. This preservation is essential for sustaining the cultural identity of the communities involved in weaving and for promoting the historical significance of their art in a modern context. Overall, the study affirms that thoughtful HRM approaches can facilitate not only economic growth but also safeguard cultural legacies within the weaving sector.

Limitations:

The study has several notable limitations that may

impact its overall findings. Firstly, the scope of the research is restricted, as it may not fully represent the diverse weaving sector across India or in other countries. Since the investigation focuses solely on a specific region, the insights gleaned may not apply or be generalizable to different geographical or cultural contexts within the weaving industry.

Additionally, the research design lacks a longitudinal component, meaning that it did not track changes or gather data over an extended period. This absence of longitudinal data limits the ability to assess the long-term effects of human resource management (HRM) interventions on the sector. Without this perspective, the study may fail to capture important trends and shifts that could inform better practices and policy recommendations in the future. Overall, these limitations suggest caution in applying the findings universally across the broader weaving sector.

Recommendations for Future Research:

Based on the limitations identified in this study, several recommendations for future research emerge that can enhance our understanding of human resource management (HRM) interventions:

Future research should focus on the long-term effects of HRM interventions on traditional weavers. It is essential to gather data over an extended period to observe changes and trends over time. This will provide valuable insights into the sustained impact of HRM interventions on the livelihoods and practices of weavers within the community.

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