

Chapter 5

5.0 Conclusions and Recommendations

5.1 Conclusions

The importance of accurately predicting success in training need not be over stated. The cost associated with training in apparel industry is significant. Therefore to the extent that selection measures improve the predicative validity of a selection system and reduce training failures or dropouts by screening out unsuitable candidates, there will be substantial economic benefits to the firms. The results of this study suggest that measures of psychomotor ability can be used to improve effectiveness of selecting sewing machine operator trainees. Even though low validity coefficients were observed the study suggests that by implementing low selection ratios significant gains in sewing efficiency and workmanship can be obtained. (The selection ratio some times needs adjustments due to labor supply constraints. When only few apply and applicants do not reach pre-established cut-off marks, either cut-off scores to be lowered or job vacancy to go unfilled. Therefore it is important to estimate labor supply before deciding selection ratios.)

5.2 Recommendations

1. The present study suggests that psychomotor ability will predict training performance of industrial sewing machine operators. However further research should be conducted to establish relationship between training and performance and other associate abilities of fine motor controls such as Arm Hand Steadiness, Control precision, Visual Color Discrimination.