



Quality Of The People Require For The Sustainability

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Abstract: Sustainability by and large depends on four major pillars i.e. Human, Social, Economic and environment. Any industry can sustain if the products are of satisfied quality with suitable price range. There should be good quality of raw material, proper maintenance of the machineries with skill and efficient workforce. It also depends on proper cost control at every stage. There should be the concept of 'No waste' and 'reduce, reuse, and recycle' theories. The recycling should be in upward direction. Proper utilisation of manpower, with the concept of 'right man for the right job', will help in producing quality otherwise all efforts will be fruitless. In every Organisation the quality of the people from the top to the bottom level should be considered as a weapon to get the target without any hassle. If the people in the Managerial Cadre people fights among themselves for the authority, disrespect each other's, prefers ego than that of the results, become more power hungry, then all the efforts toward the high investments in raw materials, expenses towards machinery maintenance, utilities will suffer a lot and the goal of the Organisation will not be achieved. Hence there will be a question mark on sustainability. Proper SOP/SOC should be written in the Organisation's manual and everyone must be adhered of it. The ego of the individual not to be valued for the betterment of the Organisation. Proper honour should be rendered for the right result giving people in right way. It will motivate all to go for the right innovation which will increase the sustainability. Today Industries require a real hard and dedicated officer than that of a 'show piece' man. This paper has expressed the value of each human resource to be dedicated so that the organisations can sustain like a strong fort in these days of challenge.

Keywords: Products, quality, manpower utilisation, ego problem, power hungry.

[1] **Introduction:** The Industries can sustain if there is good quality of Raw materials, machineries, Skilled workers, and good human attitude having the sense of responsibilities, honesty and understand the importance of relationship amongst the people to produce the products of high standard. These will fulfil the targets of producing the best qualities of the products with less conversion costs and will survive with zeal. All the efforts will be failed if the quality of the people found to be not up to the mark. "Remember positions are temporary, ranks and titles are limited, but the way you treat people will always be remembered and helpful. The sustainability, by & large depends on four pillars: human, social, economic, and environmental [1]. Any negative thought by any human working in the industries will have the bad impact on sustainability. Cutting emissions, minimising the energy usage, sourcing products from fair-trade organisations, waste disposal system (3R), Skill enhancements of all the staff members, increasing the sense of responsibilities (top to bottom), willing to perform the duties till end, will lead the organisation towards sustainability with good odour.

The three pillars of the sustainability are "people, planet, and profits." This means that to consider sustainable, a business must be able to conserve natural resources, support a healthy community and workforce, and earn enough revenue to remain financially viable for the long-term [2]. The author feels that the "excellence is not achieved by skills, but with attitude".

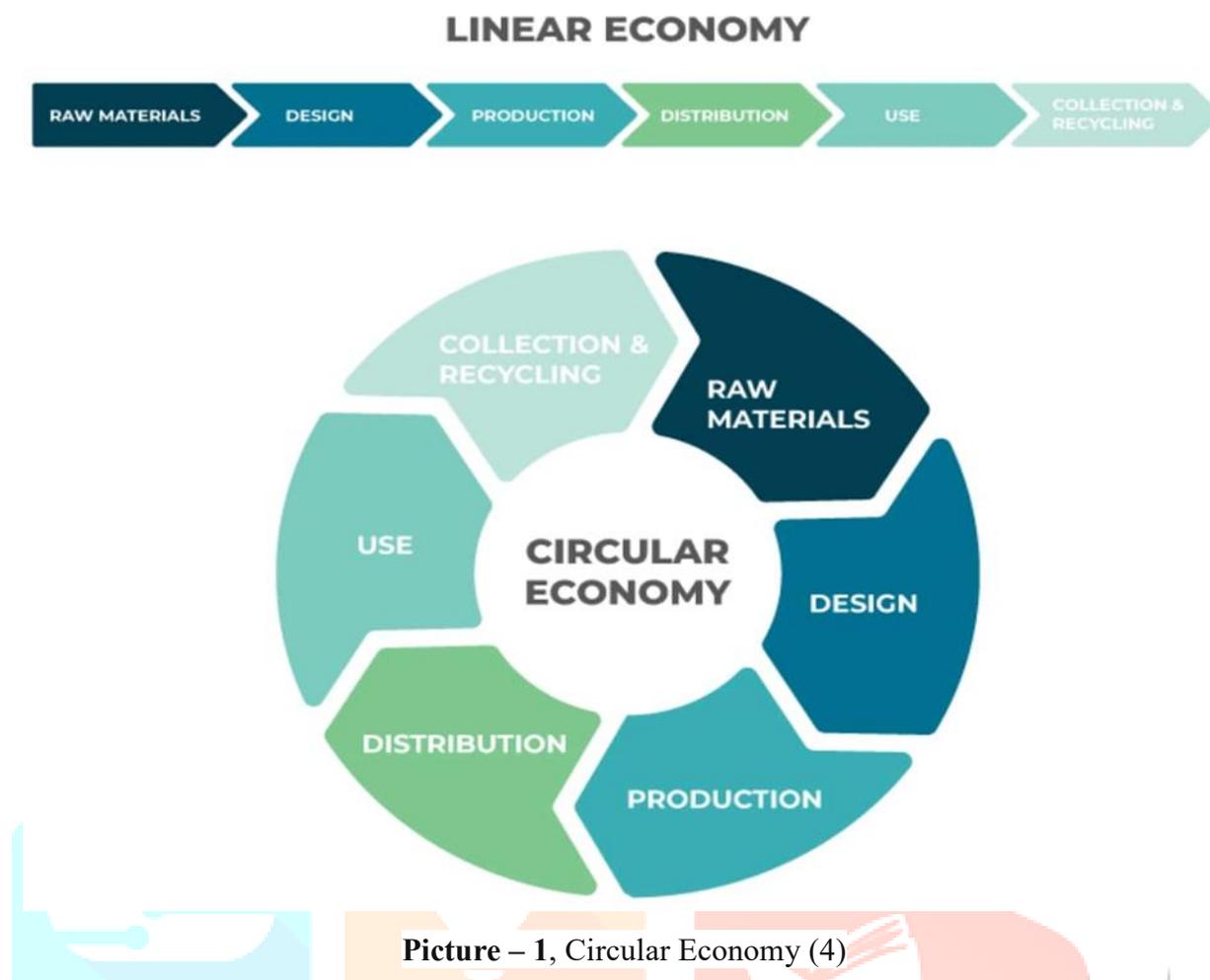
This paper discusses all about the human qualities in any working organisation which is essential to deliver the quality otherwise all the efforts developed by the Managements will be failed.

Key words: Industries, human attitude, skill, people, relationship.

[2] Objective: The “Quality, Profitability and Sustainability in Textile” are very essential theme not only for Textile but also for any type of Industry. The Profitability are directly related to the Sales Potentiality of that Industry and that of their Products. The Sales boosts up if the Customers get satisfaction with their Product quality and that of Price suitable to their budgets. As the profits goes higher, the sustainability will also be higher. In our Textile Industries the profits are depending on quality, value added new & newer products with optimum price. To achieve the target, there should be strong team with positive spirit within the industry. Any dominance, any type of lack in team formation, anarchism, monopoly of any single person, lack in transparency, improper SOP, will hinder the main target of production and that of quality even though the organisation spends huge amount towards the purchase of raw materials, machineries and trainings to the Shop floor technicians and operators. All depend on proper Governness and that of the Managements. The whole system will decay if the pillars of the managers are not enough strong. Infights, power hungry among them will decay the construction of the industry and the whole efforts will be fruitless. The author likes to emphasis on this area of team building and its importance to reach into the goal of the profitability and sustainability.

[3] The sustainability: For the sustainability of any Industry especially that of Textile, the following attentions are to be made. (3)

- **Zero waste:** To adopt the theory of Reduce, Reuse, and recycle. Waste is a waste and that should be absolutely zero which is possible with proper Process Control.
- **Reduce** water and energy in production areas, have the atmosphere without emission of gases and other pollutants.
- **Recycle** in upgradation (value addition) mostly plastic materials.
- **To Improve working condition**, proper Training, fare and safe working conditions, wages as per the norms with adequate labour force.
- **Ethical values** and proper supply chain, commitment to the customer.
- **High quality and durable**, “Saasta & Tikau” materials for the common people.
- **Cloths with sustainable materials** such as Organic substance mainly from the children are to be produced. Synthetic cloths with ecofriendly nature is highly acceptable.
- **Local Produced** cloth should be supported for the local producers and Traders.
- **Innovations in product Process**, Machinery, marketing, Business Model and establishments, human developments, cost effective, Eco friendly, biodegradable products are to be given top priority.
- More attentions are to be given on **Circular Economy**.



In Circular economy, all the products and that of the materials are kept in circulation through the systematic process parameters like right maintenance, reuse, to make the machineries in more useful stage in remanufacturing or to make it further usable, recycle, and to help in growing of the planets with the enrichment of the soils from the naturally degraded materials. It is the system where the materials never become waste and nature is regenerated. Even the machine oils, after the maintenance are thrown in the gutters creating pollution hazards, but now Recycled motor oil can be combusted as fuel, usually in plant boilers, space heaters, or industrial heating applications such as blast furnaces and cement kilns. When used motor oil is burned as fuel it must be burned at high temperatures to avoid gaseous pollution. Alternatively, waste motor oil can be distilled into diesel fuel or marine fuel in a process similar to oil re-refining, but without the final hydrotreating process.

[4] **The Innovations are the keyways of Sustainability:** (3) The noble ideas are created through innovations. It can be a new or the modifications of the existing Technology. Innovative ideas will always boost up sustainability. It can be carried out in the form of group or a single person in any organisation. The group must be strong enough with 5 fingers together to make it successful. The innovations can be shaped by proper way of Research with positive thoughts in the mind of each person in the group. It can be called as 'Key result areas' or simple 'KRA' in the Industrial Language. Any top to bottom level people can be included in the team to get extensively feedback and noble ideas that leads the industries in more profitable stage. In so many Industries, the KRA is the step for the career boost up in the Organisation. Taking clue from the experience, Intuition, the innovations can happen across the followings.

(a) Product (b). Process (c). Machinery (d). Marketing (e). Business Model (f). Organization (g) system developments.

The Innovations will turn out to be a key element in providing aggressive top-line growth and for increasing bottom-line results of the organization, the cumulative effect of which will boost the innovation performance of the Organisation. That leads to the sustainability.

[5] Further ways to go for Sustainability: With the sustainability of the Textile Industry, there will be economic development and to achieve it, it needs to use less water and that of energy, target to produce No waste, to use the resources more efficiently. It needs to reduce the Production Cost at all levels and to go for the competitive pricing. Developments of the value-added products, to start with environment friendly products, to utilise the skill of the people, to form the spirit in the team to work together. Being the second largest employer and having the best role in the world economy, it has also the social impact. The importance of the sustainability is therefore in growing demand.

Hence, to get the better profitability, the industry must go for 5. (i) Material selection, which be eco-friendly and should possess proper quality for the next processes. (ii) Eco design, which can be of less or no environmental Damage, recyclable, ergonomics, and should be able to increase aesthetic and functional properties. (iii) *Eco-friendly alternatives to traditional production*. There are environmentally friendly alternatives that are being used by textile companies to solve environmental problems. Such alternatives include (a) water-saving air dyeing, laser whitening, ozone whitening and finishing, (b) digital printing technology (c) electrochemical cell mercerization (d) Waste-free fashion design, seamless knitting technology, and integrated 3D design technology. (e) chlorine-free bleaching, cold or low-temperature dye processes, dye bath reuse, eco bleach, Ink-jet printing, vegetable tanning, wastewater recycling. (iv) Packing: Sustainable packaging implies packaging that incorporates the three principle of sustainability reduce-reuse-recycle. The main goal of sustainable packaging is to do as little harm to the environment as possible. (v) Supply Chain, it should be at par with the customer satisfaction. (vi) Transportation, It should be the cheapest mode and should be able to reach at the customer end in proper time without making any damage to the materials.

[6] Conclusion: There are several research works are going on in sustainability, and my paper is a small part of it. My main area of concern is to form the proper team in any working place to achieve the target otherwise the whole investments will go in for the simple waste. The technical things mentioned in my paper is not the new and known to all. But to reach into the target, team spirit with zeal is must.

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