

Chapter 21

Talented Engineer Acquisition and Retention in the Global Textile Industry

Radostina A. Angelova

 <https://orcid.org/0000-0002-6943-7695>

R&D Services, Bulgaria

ABSTRACT

This chapter examines the acquisition and retention of talented engineers within the global textile industry. It explores the multifaceted definition of a “talented engineer” and highlights key attributes such as technical proficiency, problem-solving skills, and adaptability. Emphasis is placed on the importance of ongoing learning, effective communication, leadership qualities, and ethical integrity in retaining talent. Additionally, the chapter underscores the necessity of aligning HR practices with the global talent landscape to meet the diverse needs of the industry.

INTRODUCTION

International textiles industry is an excellent example of dynamic nature and strong competition that encompasses the global market. Based on a stubborn innovativeness, quality and resilience to the dynamism of consumer needs, it is at that axis of creativity, technology and management. In this setting, talent acquisition and retention emerges as the paramount factor of success, shaping the journey of businesses towards success or failure in a context of dynamic changes and fierce competition.

The Textile Industry as a Global Industry

The textile industry is considered as a global industry due to certain interrelated factors. These factors go beyond the boundaries of a particular country and influence the structure and development of the textile industry worldwide (Atkar et al., 2021).

DOI: 10.4018/979-8-3693-1938-3.ch021

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First, the textile industry is characterised by highly integrated global supply chain (Cao et al., 2008). Cotton, wool, and synthetic fibres are sourced from various regions of the world. The raw materials pass through several stages of processing in various countries before finally getting to the end user. These complex networks of production and distribution include several nations coming together to produce the final textile product (Islam, 2020).

Despite the fact that the production of textiles is international, there are countries that specialize in specific operations (Boussemart & De Bandt, 1993). For example, certain countries focus on spinning and weaving technologies or are centre points of garment processing or textile printing. Some others focus on technical textiles or hi-tech technologies. This specialization and interdependence give rise to a global system of which each participant contributes to the overall process of production (Coe & Yeung, 2015).

International trade is prevalent in the textile industry, as much of the production is geared towards export (Pickles et al., 2015). Countries with developed textile sectors export their products to satisfy global consumers. This transcontinental trade does not only stimulate economic progress but also increases the industrial interdependence globally (Amin, 2017). Actually, consumer preferences and markets are limitless. Fashion trends, the influence of international events (Oscar Awards, for example), media, and cultural exchanges, can spread worldwide rapidly (Pieterse, 2019). Therefore, the textile industry must be flexible and dynamic to accommodate a varying and dynamic market (Guarnieri & Trojan, 2019).

The textile industry benefits from global technological development and improvement (Huang, Yan, & Yang, 2021). Many research activities or breakthroughs in the field of textile technology are shared and get used in different parts of the world. This concept of the alliance with respect to innovation helps the industry not only to remain competitive but also to be a leader in the field of technological development.

However, the textile industry is a sector heavily regulated, and standardised internationally (Desore & Narula, 2018). Standards and regulations operate on different facets of the production chain including quality assurance, environmental stability, or safety. Organizations and agreements, such as the World Trade Organization (WTO), play a role in establishing guidelines that globally influence the textile manufacturing practices (Qureshi, 2022).

The issues concerning the environment and sustainability, as well as the recognized global challenges, affect the textile industry as well. Different aspects like water usage (Hasanbeigi & Price, 2015), waste management (Yacout & Hassouna, 2016), and the environmental effects of textile manufacturing (Toprak & Anis, 2017) are continuously concerned. Initiatives are instituted and practices evolved in order to provide more sustainable future to the industry. In addition, world occurrences including economic swings, geopolitical fluctuations and trade arrangements have both regional and macro impact on the textile sector. These global events influence production costs, market availability, and overall stability of the production chains.

In essence, the classification of the textile industry as a global industry is a result of the vast and interdependent system of production, trade, innovativeness, and market dynamics that transcend state boundaries. Thus, this global implication suggests the versatility of the industry and its importance as one of the actors in the world trade and cultural medium.

The Requirement for Talented Engineers' Acquisition and Retention

The term a “talented engineer” is not defined universally and there are multiple interpretations of it based on talent being a subjective concept (Gallardo-Gallardo, 2018). Yet the talented engineer for a textile

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