

Sewing Machine Operator Recruitment

Sewing operator recruitment is a tough job in the apparel industry. To recruit the best quality and efficient operator, sewing operators have to stitch one, two or three bundle garments with good seam quality by a certain time, recruiter checks his/ her production capacity and product quality and can be seen how many operations an operator can do, these few criteria set his grading. Then, Grade, wise operator salary is fixed by sewing operator recruiter, garments manufacturer have own operator grade wise salary standard. Here in this article, you will have details idea of Sewing Machine Operator Recruitment, Grading and Skill Matrix.

Sewing Machine Operator Recruitment, Grading and Skill Matrix in Garments

Related articles you may like:

1. [The job description of a sewing operator](#)
2. [List of the sewing machine used in garments](#)
3. [Different parts of a sewing machine](#)

Sewing Operator Grading

Lots of factors have to consider when doing operator grading. First, we have to know what type of operation operator does, then the operator's production efficiency and many others factor. Here you can see below information on **how to grade sewing operator**.

7	Pocket Box Make	SN
8	Neck Join	OL
9	Sleeve Join	OL
10	Side Seam	OL
11	Bottom Join	OL
12	Nk Piping	FL
13	Bottom Hem	FE
14	Waist Band T/S	Kansa
B' Grade Category		
1	Pocket 1/16 Top Stitch	SN
2	Bk Nk T/S (LBL T/S)	SN
3	Back Rise Join	OL
4	Front Rise Join	OL
5	Shoulder Join	OL
6	Front Nk T/S	FL
7	Bk Nk Binding	FL
8	Sleeve Hem	FE
9	Arm Hole T/S	FL

SN.	Operation Name	M/C Type
"A" Grade Category		
1	Pocket Attach	SN
2	Placket Attach	SN
3	Collar Attach	SN
4	Collar Close	SN
5	Zipper Join	SN
6	Zipper Top Stitch	SN
7	Placket Box Make	SN
8	Neck Join	OL
9	Sleeve Join	OL
10	Side Seam	OL
11	Bottom Join	OL
12	Nk Piping	FL
13	Bottom Hem	FL
14	Waist Band T /S	Kansai
"B" Grade Category		
1	Placket 1/16 Top Stitch	SN
2	Bk Nk T/S (LBL T/S)	SN
3	Back Rise Join	OL
4	Front Rise Join	OL
5	Shoulder Join	OL
6	Front Nk T/S	FL
7	Bk Nk Binding	FL
8	Sleeve Hem	FL
9	Arm Hole T/S	FL
10	Shoulder Join	OL
"C" Grade Category		
1	Collar Tack	SN
2	Side Vent Tack	SN
3	Sleeve Inside tack	SN
4	Sleeve Out Side Tack	SN
5	BTN Hole	BH
6	BTN Stitch	BS
7	Bar Tack	BT

Here,

- SN - Single needle sewing machine
- OL -Overlock sewing machine
- FL - Flat lock sewing machine
- BH - Buttonhole sewing machine
- BS - Button stitch sewing machine
- BT - Bartack sewing machine

Explanation of Sewing Machine Operator Grading

- For the each A grade operation giving 10 marks for 100% efficiency level up to a maximum of 8 operations, marks will be multiplying by the efficiency Percentage. (Example: 10X 0.7, if the efficiency level 70%.)
- For each B grade operation giving 7 marks for 100% efficiency level up to a maximum of 8 operations, marks will be multiplying by the efficiency Percentage. (Example: 7X 0.7, if the efficiency level 70 %.)
- For each C grade operation giving 5 marks for 100% efficiency level up to a maximum of 8 operations, marks will be multiplying by the efficiency Percentage. (Example: 5 X 0.7, if the efficiency level 70 %.)

General Grading of Sewing Machine Operator

1. *10 marks will be given if the absenteeism less than 3%*
2. *5 Marks will be given for over one-year service in the factory*
3. *1 to 10 Marks will be given for types in satisfaction level of production management.*
4. *To be an 'A' grade operators must have the ability to operate 3 different machine*
5. *To be a 'B' grade operators, must have the ability to operate 3 different machine*

Final Grading Based Marks of Sewing Machine Operator

- *80 > GRADE A*
- *70 > 80 GRADE B*
- *60 > 70 GRADE C*

Sewing Operator Skills Matrix

Sewing operator skill matrix or summary is a database of operator production capacity of different operation, number of machine and operation with the name he can operate, these process efficiency, salary, date of join. The database makes in Excel (spreadsheet), keeping by IE department in the apparel industry. This database help factory to migrate operator to another operation, to find out best sewing operator easily, to do operator grading easily.

Start	DO	Salary	Operation No
			PNT J04
			PNT J04
7/13/2017		7000	BON T05
			BTH H05
			MONTH 01
			BK PNT J01
7/13/2017		7000	IN SRAM T
			BK RISE
			COLLAR M8
			COLLAR J1
			PNT PNT J0
7/13/2017		7500	CON PNT K
			PNT PNT T1
			ZIPPER J01

Sewing Operator Skill Summary List

1. Number of operation can sew
2. Number of sewing machine can operate
3. Production capacity per operation
4. Sewing efficiency
5. Servicing period in factory
6. Seam quality

Written by

A.M. Amirul Islam (Washim)

Email: amirul.washim7@gmail.com

Linkedin: [A.M. Amirul Islam](#)

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