

## TRAINING – KEY TO INDUSTRY SUCCESS

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### ABSTRACT

The World is looking forward with all-round growth and hopes to enter a new Arena with a view to make life more enjoyable in finding solutions for our needs. Every technological field is rapidly changing and to meet the challenge one of the key factors is to generate trained manpower. Training is an integral activity of any business to update and mould the knowledge and skills of their employees to match the business requirements of the organization. With the present scenario of new technologies, greater competition, higher customer awareness and his demand on cost and quality, rapid obsolescence etc., this activity has assumed and added sense of importance, seriousness and urgency for training and re-training of the persons.

The training thus has to be need based and upgraded constantly keeping pace with changes in the Industry. Training today and in the future has to address technology of the day and also the social need keeping in mind the Environment and Health factors.

### INTRODUCTION

In the context of the present Indian scenario where LPG (Liberalization, Privatization & Globalization) has lead to the entry of several multinationals into the country, the Indian industry and business are forced to adapt new Manufacturing Technologies, Management concepts and Techniques and Business strategies to face the global competition on the home ground in terms of cost, quality and deliveries to survive and flourish. Thus, the globalization of business has brought in an era of high competition and only state of the art of

new technologies will withstand the heavy business currents. The Present market situation demands better quality, custom built products with stringent quality standard for ISO certification and this has compelled the industries to respond faster by adhering to the standards. The mind sets of industrialists as well as Managers have also changed and they are forced to absorb and adopt the New Changing Technologies. To meet these demands of industries there is dire need to turn out skilled workers with positive attitude. Today's worker is also contributing with his active participation and in adapting to new technique with creative thinking and problem solving. "Multi skill" is also today's need to meet the challenges and changes of the industries demand. Such training helps the skilled worker to have the following:

- ❖ Inter disciplinary thinking and dealing in comprehensive systems
- ❖ Responsibilities as Technician for highly sophisticated Production facilities.
- ❖ Willingness and ability to work in teams

To achieve the above things, organized and structured training is the need of the hour.

**"Advanced Training in content and delivery is the key to industry success"**

"Vocational Training" is a very critical component to promote national economic efficiency and growth through policies directed at the labour market. This has a well established base since the Directorate General of Employment & Training under the Ministry of Labour, Government of India has formulated policies

and translated them through programmes and schemes to meet the training demand in the country. Industrial Training Institutes and a number of other specialized institutions are operated both at the Center and in the States/Union Territories to impart Vocational Training. Development of Vocational Training Programmes at the national level rests with the Directorate General of Employment & Training.

The responsibilities of the Directorate in this regard are as follows:

1. Evolving common policies
2. Laying down common standards and procedures
3. Training of personnel
4. Evaluation of the programmes

The day-to-day administration of the Industrial Training Institutes and of the Employment Exchanges is the responsibility of Directorates of Employment and Training of the respective State Governments/Union Territories.

### THE ORGANISATION – DGE&T

It is headed by the Director General of Employment and Training and ex-officio Joint Secretary of the Government of India, under the Secretary, Ministry of Labour. The DGE&T consists of the Directorate of Employment, Directorate of Training and Secretariat Wing.

### VOCATIONAL TRAINING PROGRAMME

A number of Training Schemes are being operated under the Directorate General of Employment and Training to ensure a regular supply of skilled man power at different levels. These schemes are:

- Craftsman Training Scheme
- Apprenticeship Training Scheme
- Craft Instructors Training Scheme
- Training of Skilled Workers and Supervisors
- Training of Women
- Staff Training and Research
- Development of Instructional Materials
- Hitech Training Scheme

### DGE&T has the following Institutes all over the Country

- Six Advanced Training Institutes
- Two Advanced Training Institute for Electronics & Process Instrumentation
- Four Model Industrial Training Institutes
- Two Foremen Training Institutes
- One Central Training Institute
- Six Regional Directorate of Apprenticeship Training
- One Central Staff Training and Research Institute
- One Central Instructional Media Institute
- One CPIU
- One Apex Hitech Institute
- Ten Regional Vocational Training Institutes
- One National Vocational Training Institute
- Seventeen Vocational Rehabilitation center for Physically Handicapped
- Twenty one Coaching –cum-Guidance center for SCs/STs

### Foremen Training Institute, Bangalore

The Foremen training Institute at Bangalore is in the fore front to meet the training requirements of industry at lower and middle level management through their specially designed courses for supervisors/foremen in various technical and managerial areas.

The Institute situated on sprawling 52 acre campus was set up in 1970 by the Govt. of India, Ministry of Labour, Directorate General of Employment and Training. The uniqueness of this Institute lies in its state-of-the-art technology, hands on experience and constant transfer of expertise from the German counterpart. It has modern and sophisticated labs and workshops equipped with latest trainer kits and Machineries. The recent addition of labs under financial assistance of Germany as well as Government of India funds includes CAD lab with latest Hardware/Software, Electronic Control lab and Metrology Lab.

The Institute is headed by a qualified, trained and experienced Director and faculty members with expertise in different areas who have been trained in India/Abroad.

## **VISION**

To be a world class Training Institution in the area of Supervisory Development and Middle Management Development Programmes.

## **MISSION**

Emphasis on supervisory development training for middle management personnel by focusing on productivity, quality, behavioural science and environmental engineering.

- Networking of Institutions for optimum resource utilization.
- Promoting industry-institute interaction for developing efficient and suitable manpower.
- Providing the latest technological inputs required for industries to meet the challenges as per the state-of-the-art technology and introduction of distance learning education.
- To bridge the gap between formal education and the demand of industries for personnel at supervisory level.
- To train working supervisors in industries to meet the technological changes.

## **LONG TERM COURSES**

The duration of the course is one year with maximum intake of 30 for each course.

1. Post Diploma in Foremanship – Maintenance Engineering (PDF-ME)
2. Post Diploma in Foremanship – Production and Industrial Engineering (PDF-PIE)

The Long term courses are of modular pattern and each module is of 3 months duration. The minimum entry qualification is Diploma in Mechanical Engineering with 50% minimum marks in final year.

## **SHORT TERM COURSES**

The Institute conduct short term courses of 1-6 weeks duration depending on the current need of the

industries. These courses aim to upgrade and broad base skills of supervisors and other working in the industries.

Short term courses are conducted in the following major Engineering/Management areas:

1. Computer Aided Engineering
2. Control Engineering
3. Production Engineering
4. Maintenance Engineering
5. Industrial Engineering
6. Welding Engineering
7. Inspection and Quality control Engineering
8. Management Development Programmes

## **TAILOR MADE COURSES**

Tailor made courses are conducted on any of the above mentioned areas on request from Industries/Organization for a group of 10-20 participants.

## **TRAINING IN WELDING**

One of the main objectives of this Institute is to offer **COMPETENCY BASED ADVANCED TRAINING (WELDING)**

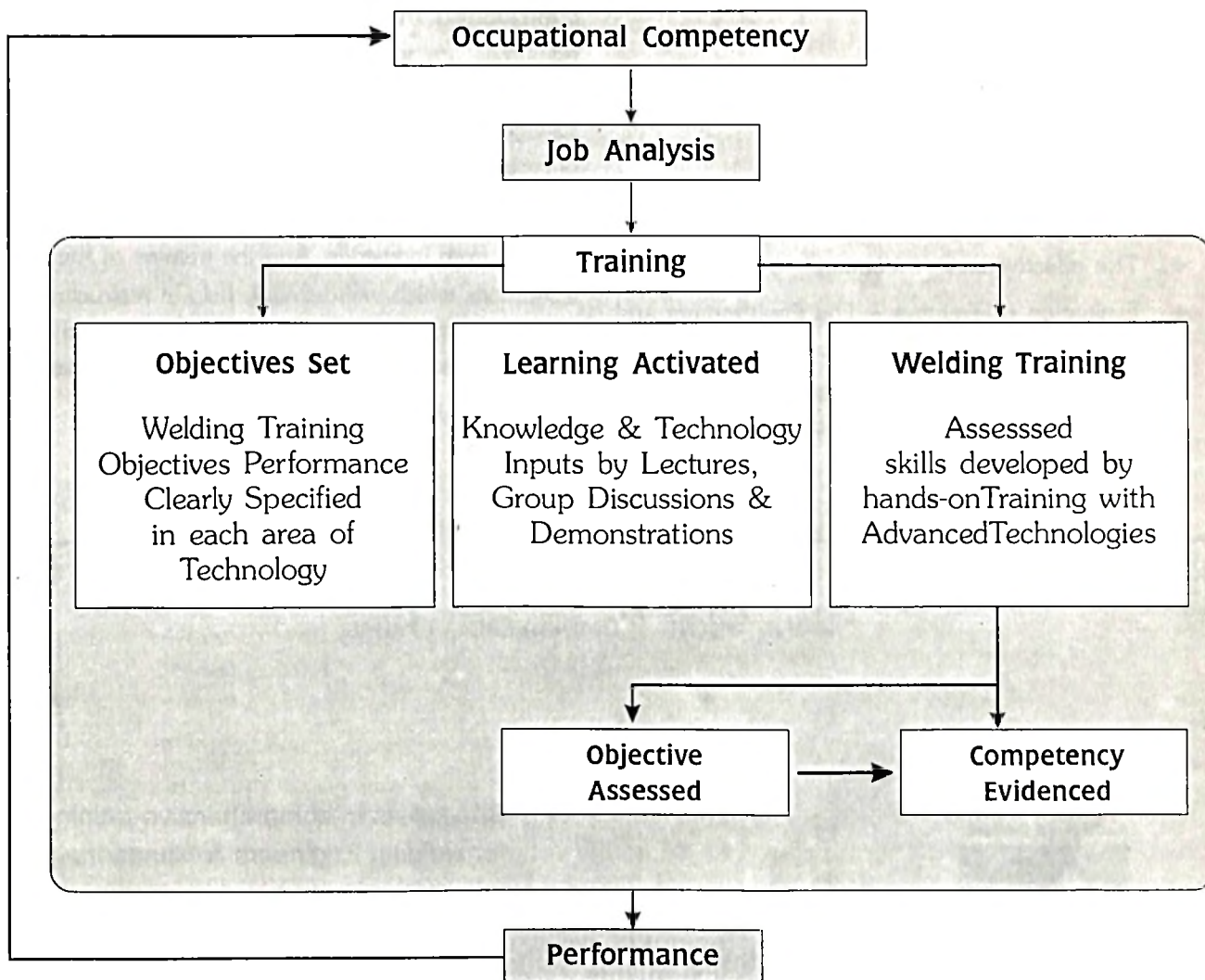
Training should match occupational standards of competence. The Competence is not restricted to performance of vocational skills, it includes abilities to prioritize tasks, managerial skills, problem solving and creativity. In the case of competency based training, performing a task to specified standard is divided into several competencies as shown below (Fig.1).

Training Institutes and trainers need to impart the skills that have been identified by industries and that is needed for the future. To enable rapid growth and development of industry in India a conscious effort has to be made to ensure the development of a trained and skilled work force. This can be achieved only with the following:

- Better interaction between Industry and Educational/Training Institutions
- Good awareness among industry regarding infrastructure and expertise availability at Institutes to handle technological demands.

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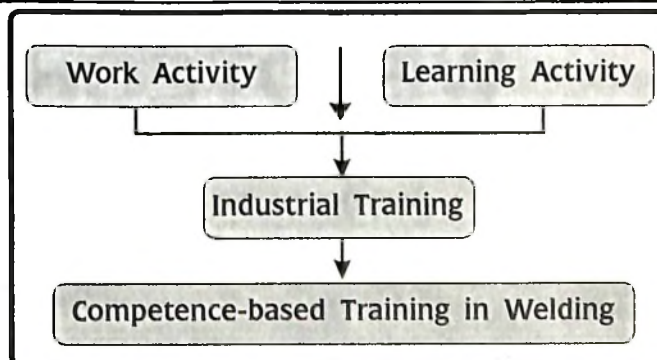


**In this approach all the training process should finally lead to the development of occupational competence according to industries standards and this should be reflected in the performance of trainees in the Institute.**

- Active interaction between industries and training Institutions, so that the Institute could meet the training needs of the industries.

**QUALITY OF TRAINING**

In the present scenario the training is isolated from the industrial competency. Efforts are needed to integrate these two. For imparting competency based training, the learning environment should be designed



in such a way that it is close to the working environment as shown in Fig.2 below:

The effectiveness of training

Evaluation of Training – The Environment and Health Factors

The Role players–Government, Industries, Educational and Training Institute, Trainees.

**Issues to be addressed**

- ❖ Quality of Training
- ❖ The effectiveness of training
- ❖ Evaluation of Training – The Environment and Health Factors
- ❖ The Role players–Government, Industries, Educational and Training Institute, Trainees.

**Conclusion**

The Industries shall be benefited by effective training inputs from the Institutions who are in this field and by this it is expected that the active participation and contribution in terms of management inputs and resources are to be made available by the industries and organizations to the training Institute for strengthening the training activities and to get the best out puts to match the demands of the industries.

There must be regular interaction between the experts from industries. And the trainers of the training Institutions which will definitely help in restructuring and reformulating adoptable systems for advanced training to address and meet the present day industrial needs.



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