

TRAINING, DEVELOPMENT AND RETENTION PLAN

WE ARE HAVING A STARTUP OF PRODUCING ELECTRIC VEHICLES THAT ARE COST FRIENDLY, NO PETROL OR DIESEL REQUIRED, LOW MAINTENANCE AND AS ALL OF THEIR POWER IS GENERATED FROM A STANDING START, THEIR ACCELERATION CAPABILITY CAN SURPRISE. THEY ARE MORE SPACIOUS DUE TO LACK OF LARGE ENGINES, THEY ALSO OFFER SMOOTHER DRIVES WITH LOW LEVEL OF NOISE. INCREASE IN THE NUMBER OF CHARGING POINTS WILL ENSURE HIGH DEMAND FOR ELECTRIC VEHICLES AND MORE COMFORT TO THE USERS AND MANUFACTURERS.

IN BUSINESS, A HR HEAD PROVIDES HUMAN CAPITAL TO ALL DEPARTMENTS, FINANCE HEAD TAKES CARE OF THE MONETARY ASPECTS AND IT HEAD TAKES CARE OF THE TECHNOLOGICAL ADVANCEMENTS REQUIRED IN THE ORGANISATION. EVERY FUNCTION IN BUSINESS IS INTER-RELATED AND ONE IS INCOMPLETE WITHOUT OTHER. HERE IS THE HR PERSPECTIVE OF THE **PROBLEMS** INVOLVED IN THE CASE:

1 – WE DON'T HAVE ENOUGH FUNDS IN THE ORGANISATION TO FULFIL THE REQUIREMENTS OF EXISTING TEAM MEMBERS AND TO HIRE A NEW BATCH IN THE ORGANISATION.

2 – EXISTING TEAM MEMBERS HAVE TWO MECHANICAL ENGINEERS AND ONE ELECTRIC ENGINEER BUT NO ONE IS PROPERLY TRAINED ENOUGH TO MANUFACTURE A ELECTRIC VEHICLE.

SOLUTIONS OF THE PROBLEMS LISTED:

PROBLEM OF LESS FUNDS IN ORGANISATION ACCORDING TO THE REQUIREMENTS LEADS US TO CUT SOME PART OF SALARIES OF THE TEAM MEMBERS RIGHT NOW BY PROVIDING THEM Rs.35000/- per MONTH UNTIL THE TIME ORGANISATION DON'T START TO EARN PROFITS. AND AFTER SOME PROFITS GENERATED, WE ARE PLANNING TO GIVE REWARDS AND INSURANCE POLICIES FOR THE EMPLOYEES AND THEIR FAMILIES. REGARDLESS TO SAY, RATHER THAN JUST MONETARY BENEFITS WE WILL ALSO PROVIDE EACH MEMBER SOME BENEFITS AT WORK INCLUDING CONVINIENT WORKING HOURS AND LEAVE, SKILL DEVELOPMENT AND GIFTS ON EACH ACHIEVEMENT.

FOR THE **TRAINING AND DEVELOPMENT** PART, HERE ARE SOME SKILL SETS BEING REQUIRED BY THE ENGINEERS TO GET EXPERTISE AND IN-DEPTH KNOWLEDGE REGARDING ELECTRIC VEHICLES:

A – CROSS DOMAIN ENGINEERING SKILLS.

B – SUBJECT MATTER KNOWLEDGE IN:

- i) ELECTRIC POWERTRAIN CONTROL FEATURES
- ii) MATLAB, SIMULINK
- iii) VEHICLE MECHANICS
- iv) ELECTRIC MOTOR DESIGNS
- v) BATTERY ENGINEERING AND BATTERY MANAGEMENT SYSTEM
- vi) VEHICLE AND SYSTEM INTEGRATION
- vii) TESTING, VALIDATION AND CERTIFICATION PROCESS
- viii) SENSING AND ACTUATION TECHNOLOGY
- ix) SIGNAL/ IMAGE PROCESSING AND DATA FUSION
- x) EMBEDDED C PROGRAMMING AND ECU KNOWLEDGE
- xi) CAN AND RELATED PROTOCOL KNOWLEDGE
- xii) CONTROL SYSTEM DEVELOPMENT

xiii) MODEL BASED DESIGN

C – EMBEDDED PRODUCT DEVELOPMENT INCLUDING VARIOUS DATA NETWORKING PROTOCOLS DEPLOYED IN AND OUTSIDE VEHICLE

D – UNDERSTANDING PROTOTYPING INCLUDING HARDWARE DESIGN, SOFTWARE DEVELOPMENT, EMC COMPLIANCE AND FUNCTIONAL TESTING

E – ANALYTICAL, PROBLEM SOLVING AND CREATIVE SKILLS, COMMUNICATION SKILLS.

FURTHER THERE ARE MANY MORE SPECIALISATIONS SUCH AS MOTOR DESIGN, VEHICLE ECU DESIGN, POWERTRAIN DESIGN, PROGRAMMING, TESTING AND VALIDATION PROFILE AS THE ORGANISATION PROGRESSES AND EXPANDS.

HIRING AND RETENTION PLAN FOR FIVE YEARS

FIRST YEAR PLAN:

AS THE ORGANISATION HAS JUST STARTED, WE HAVE PLANNED TO MANUFACTURE 50 ELECTRIC VEHICLE CARS. AS ESTIMATED THE TRAINING PART WILL HAVE AN EXPENSE OF 5 LAKHS IN THE FIRST YEAR, Rs.35000/- PER MONTH BEING PAID TO EACH TEAM MEMBER UPTIL THE TIME SALE STARTS AND 5% OF THE PROFITS WILL BE DISTRIBUTED AS INCENTIVE OF THE FIRST FIVE CARS SOLD. BONUS WILL ALSO BE PROVIDED TO EACH TEAM MEMBER ON EVERY OCCASION. FEEDBACK FORMS OR DIRECT FEEDBACK WILL BE APPRECIATED AND TAKEN POSITIVELY.

TRAINING AND DEVELOPMENT PART WILL ALSO BE INITIATED FROM THE FIRST YEAR ITSELF ACCORDING TO TOPICS THAT EXPERTS FEEL ARE MOST REQUIRED.

ALONG WITH IT, THE PROPER COORDINATION AMONG THE TEAM MEMBERS WILL BE PROMOTED SO THAT THEY COMBINELY ACHIEVE OBJECTIVES EFFECTIVELY AND EFFICIENTLY.

SECOND YEAR PLAN:

AS TARGETTED, WE WILL ACHIEVE SOME SALES BY NOW AND MIGHT HAVE EARNED SOME PROFITS. SO FROM THIS YEAR WE WILL BE HIRING SOME INTERNS ON MONTHLY BASIS WHICH WILL BENEFIT THEM AS WELL AS THE COMPANY BY HAVING LESS EXPENSES AND BE ABLE TO ACHIEVE TARGETS AS PLANNED.

FROM THIS YEAR, WE MIGHT BE ABLE TO PROVIDE OUR TEAM MEMBERS THE REQUIRED Rs.50000/- PER MONTH AS DEMANDED BY THEM EARLIER.

AS THE TRAINING WILL CONTINUE THIS YEAR AS WELL FOR THE PART OF GROWTH TO TEAM MEMBERS AND NEW INTERNS WILL HAVE SPECIAL TRAINING CLASSES AS WELL WHICH WILL COST AROUND 10 LAKHS PER ANNUM.

THIRD YEAR PLAN:

FROM THIS YEAR, WE WILL BE REQUIRING SOME PERMANENT EMPLOYEES ACCORDING TO THE SPECIALISATION REQUIRED LIKE FOR SOFTWARE DEVELOPMENT, TESTING AND VALIDATION JOB, ETC. FROM THIS YEAR EVERY TEAM MEMBER WILL BE GETTING INCREMENT OF 4% OF THEIR INCOME AND NEW HIRED EMPLOYEES i.e. 10 EMPLOYEES FOR 10 DIFFERENT SPECIALISATION WILL BE GIVEN MINIMUM OF Rs.40000/- PER MONTH AS A COMPETITIVE SALARY AND INCREMENT WILL ALSO BE THERE ACCORDING TO THE ROLE IN THE ORGANISATION.

WE WOULD ALSO BE ENTERING INTO IPO'S THIS YEAR AND WILL BE PROVIDING ESOPs TO ALL THE CURRENT EMPLOYEES.

EXISTING TEAM MEMBERS WILL BE PROMOTED ACCORDING TO THEIR PERFORMANCE.

NEW EMPLOYEES WILL ALSO BE GETTING SOME SORT OF ADVANCED LEVEL TRAINING ACCORDING TO THEIR SPECIALISED BRANCH WHICH IS ESTIMATED TO COST AROUND 20 LAKHS AS THE NUMBER OF EMPLOYEES INCREASED.

FOURTH YEAR PLAN:

IN THIS YEAR, NEW POLICIES WILL BE MADE FOR THE EMPLOYEES BENEFIT REGARDING THE INSURANCE PROVIDED TO THEM, PENSION PLANS AND RETIREMENT PLANS. AS A TOKEN OF MOTIVATION, EVERY EMPLOYEE WILL BE GIVEN EXTRA STOCKS IF THEY WILL BE ABLE TO GET SOME REPUTED SHAREHOLDERS FOR THE ORGANISATION.

PROMOTION WILL BE PROVIDED AS PER THE PERFORMANCE.

REWARDS AND BONUSES IN THE FORM OF CASH OR SOME DISCOUNTS OR GIFT CARDS WILL BE PROVIDED AT EVERY OCCASION AND INFORMAL PARTIES WILL ALSO BE THERE FOR REFRESHMENT. PROPER CLEANLINESS AND HEALTHCARE WILL ALWAYS REMAIN PRIORITY. HOLIDAY PACKAGES WILL ALSO BE PROVIDED TO SOME HARDWORKING EMPLOYEES WHOSEVER PERFORMS THE BEST.

FIFTH YEAR PLAN:

AS PER THE REQUIREMENTS, NEW EMPLOYEES WILL BE HIRED AND PAID ACCORDING TO THE COMPETITIVE SALARY IN THE MARKET AND THE KIND OF JOB THEY ARE PERFORMING. ESOPs, REWARDS, BONUSES, INSURANCE POLICIES, GIFT CARDS AND MEDICATION WILL CONTINUE TO EXIST.

TRAINING OF NEW EMPLOYEES AND THE PREVIOUS ONES WILL BE CONDUCTED AS PER REQUIRED AND PROMOTIONS WILL ALSO BE GIVEN ACCORDING TO THEIR PERFORMANCE.