

# Study of Various Associate Skill Development Systems used in Automotive Manufacturing Industry

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**Abstract:** *Automotive manufacturing is challenged with technology changes (Electric, Fuel cell, Hybrid, Diesel, Ethanol, Methanol), Cost pressure and macro-economic changes like CNG. In these changing scenario automotive industry grapples under pressure to produce varied model mixes to cater to customer requirements. These changes often result in large defects in manufacturing due to in-adequacy of associates training / skill development. The paper is focused to benchmark the best-in-class practices of automotive original equipment manufacturers globally towards human resource skill development for defect reduction, productivity enhancement and morale using modern Information technology tools and methods*

**Keywords:** Skill development, Training, Workforce Training, Job familiarization, Skill mapping, Operator allocation based on skill level