

# Training and development at toyota



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Training is essentially the instructing of others in information new to them and its application. It may, and often does, involve the teaching of new skills, methods and procedures.

Very few people are born trainers, and most of those who wish to be trainers require training. Even those few who are born trainers benefit from training, and their effectiveness is enhanced as a result. .

Successful training - that which produces the desired result - lies almost entirely in the hands of the trainer. In the trainer's hands lies the heavy responsibility for ensuring that the trainees achieve the maximum possible from the training. .

It is intended that the modules that follow will be of assistance to those wishing to train and those already training.

COMPANIES—————1 TOYOTA

2 MARUTI SUZUKI

The company was founded by Kiichiro Toyoda in 1937 as a spinoff from his father's company Toyota Industries to create automobiles. Three years earlier, in 1934, while still a department of Toyota Industries, it created its first product, the Type A engine, and, in 1936, its first passenger car, the Toyota AA. Toyota Motor Corporation group companies are Toyota (including the Scion brand), Lexus, Daihatsu and Hino Motors,[7] along with several "non-automotive" companies.[8] TMC is part of the Toyota Group, one of the largest conglomerates in the world.

Toyota Motor Corporation is headquartered in Toyota City, Aichi and in Tokyo.[9] In addition to manufacturing automobiles, Toyota provides financial services through its Toyota Financial Services division and also builds robots Main article: History of Toyota

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## **Recent company developments**

### **2007-2010 financial crisis**

On May 8, 2009, Toyota reported a record annual net loss of US\$4. 2 billion , making it the latest automobile maker to be severely affected by the 2007-2010 financial crisis.

### **2009-2010 vehicle recalls**

Main article: 2009-2010 Toyota vehicle recalls

From November 2009 through the first quarter of 2010, Toyota recalled more than 8 million (accounts differ) cars and trucks worldwide in several recall campaigns, and briefly halted production and sales.[11][12] The US Sales Chief, James Lentz, was questioned by the United States Congress committees on Oversight and Investigations on February 23, 2010, as a result of recent recalls.[13] On February 24, 2010, Toyota CEO Akio Toyoda testified before the House Committee on Oversight and Government Reform. [14] On 6 April 2010, The US government sought a record penalty of US\$16. 375 million from Toyota for its delayed response in notifying the National Highway Traffic Safety Administration regarding the defective accelerator pedals.[15] On 18 May 2010, Toyota paid the fine without an admission of wrongdoing.[16][17][18] The record fine and the high profile hearings

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caused accusations of conflict of interest. The US government is regulatory body and part owner of two major competitors, General Motors and Chrysler. [19][20] Senior managing director Takahiko Ijichi said that recall-related costs in the financial year that ended March 2010 totaled US\$1.93 billion (¥180 billion).

Main article: Plug-in hybrid

Plug-in Prius concept

Toyota is currently testing its “Toyota Plug-in HV” in Japan, the United States, and Europe. Like GM’s Volt, it uses a lithium-ion battery pack. The PHEV (plug-in hybrid electric vehicle) could have a lower environmental impact than existing hybrids.[66][67]

On June 5, 2008, A123Systems announced that its Hymotion plug-in hybrid conversion kits for the Prius would be installed by six dealers, including four Toyota dealerships: Westboro Toyota in Boston, Fitzgerald Toyota in Washington D. C., Toyota of Hollywood in Los Angeles, and Madison Wisconsin-based Smart Motors.[68]

## **Main article: Toyota in motorsports**

Toyota has been involved in many global motorsports series. They also represent their Lexus brand in other sports car racing categories. Toyota also makes engines and other auto parts for other Japanese motorsports including formula Nippon, Super GT, formula 3 and formula Toyota series. Toyota also runs a driver development programme known as TDP (Toyota Young Drivers Program) which they made for funding and educating future

Japanese motorsports talent.[75] Toyota Motorsport GmbH, with and headquarters in Cologne, Germany) was previously responsible for Toyota's major motorsports development including Formula One. Toyota Motorsport GmbH also developed cars for World Rally Championship and Le Mans Series. Toyota enjoyed success in all these motorsports categories. In 2002, Toyota entered Formula One as a constructor and engine supplier, however despite having experienced drivers and a larger budget than many other teams, they failed to match their success in other categories, with five second places their best results. On 4 November 2009 Toyota announced they were pulling out of the sport due to the global economic situation.

## **M ARUTI SUZUKI**

The global recession has hit the world economies badly. The growth prospects of companies were affected adversely. As companies aimed to survive or remain profitable they instituted severe measures to close down or realign businesses and operations and implement severe cost compression measures. Indian economy too faced the adverse impact of the global recession with reduced GDP growth and heightened liquidity crisis. The fiscal year 2008-09 represented one of the most excruciating years for Corporate India. Different companies, of course, were affected by the economic recession differently and also responded to the evolving situation differently.

## **IMPORTANCE OF TRAINING**

Training and Development helps in optimizing the utilization of human resource that further helps the employee to achieve the organizational goals as well as their individual goals.

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1 Annual Training Plan – All Levels

2 Training customised to meet Organisational Objectives

3 Topics selected based on Vision, Values Feedback of Company-wide Managers

4 Competency Mapping to identify Individual Training Needs

5 Technical Training on latest Technologies abroad at SMC, Japan & Departmental

### **STRONG FOCUS ON TRAINING INITIATIVES:**

1 Build a Learning Organisation  
2 Continuous Value Additions to Professional Skills  
3 Customised Training  
4 Training to the personnel of Business Partners

#### OVERSEAS TRAINING :

1 Performance & Potential based Appraisals

2 Fast Track Option for High-performers

3 Promotions after Managers Vacancy based

4 Interviews for promotions above Managers

SELECTION OF SUPERVISORS: 1 Performance / Attendance / Discipline record

2 Written Test & Interview

3 Job Rotation – including Inter-functional

## **OUTSOURCING HR:**

1Part of our Long-term Strategic Plan

2Currently Trainers hired from outside

**Some suggested methods from my side for these 2 companies**

**. 1 Training by Lecture**

**2. Training by Presentation**

**3. Coaching**

**4. On-the-job training**

**5. Self-training**

**6. Job rotation**

**7. Movies/videos/computer-based training**

**8. Training by Group discussion**

**9. Training by Seminar**

**10. Training by Projects**

**11. Panel training**

**12. Tutorial training**

**13. E-learning**

**1 Web Portal Services –**

- Sun Stack – Core Java, J2EE, EJB

- Web Portal – IBM web sphere, web Logic.

- Microsoft stack – asp, asp. net, vb. net

2. Software Testing – Manual Testing, Automated testing – win runner, load runner, testing life cycle management, bug management.

3. Data warehousing – Informatica, Cognos, business objects, ab initio, Data warehousing design principles, SAS, SPSS.

4. Data management – Oracle, sybase, Sql server, ESS base, database designing using ER-Win, data cleansing, database administration of Oracle, Sql server.

### **Toyota and maruti Suzuki [ some of the gaps to be filled]**

Both the companies should have to increase their leadership skills

2sense of belongingness should be given to the employees to achieve more productive work

lectures should be properly given.

4reduction in the communication gap

In training modules should be arranged as follows.....

- Module 1: Principles of effective communication – “ Getting the message across”
- Module 2: Effective oral communication
- Module 3: Why train? The trainer’s role and responsibility
- Module 4: Methods of training – The right method
- Module 5: The art of questioning



- Module 6: Types of training aids – How to make and use them
- Module 7: Planning and delivering a presentation
- Module 8: Evaluating training
- Module 9: Testing trainee trainers – Individual presentations
- Module 10: Organizing and managing a training course