

*Ductile Iron Components Made Easy,*

*News Letter No: 76*

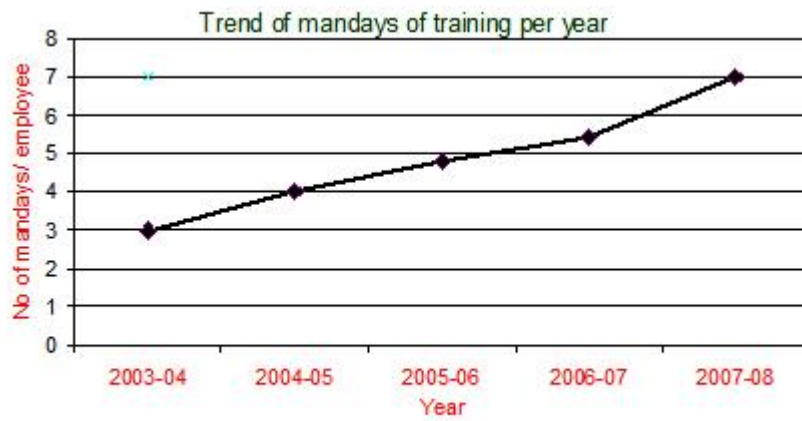
*May- 2008*

**Sub : Training and Development Report.**

Magna is happy to present the report on training and development activities during the financial Year 2007 – 08.

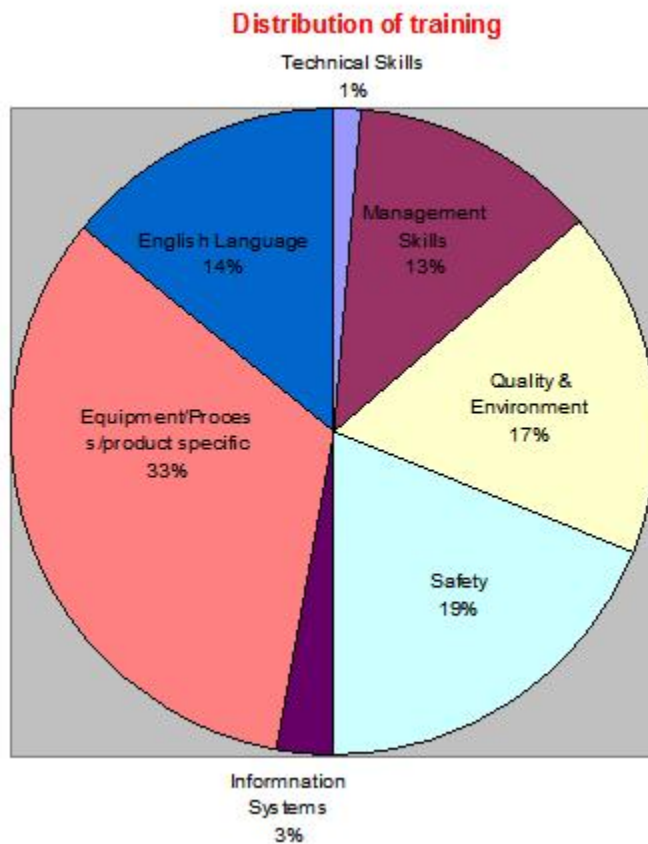


Magna gives great emphasis in the training and development of its employees. All the employees including Management Staff, Supervisory Staff, Operators and Contract labors were provided with an average training of 7 mandays per employee per year. Magna spent about 1.20 million rupees for this purpose.



Training programs are planned in such a way to cater the skill requirements of employees in:

1. Technical skills
2. Managerial skills and supervisory skills
3. Quality and Environmental Management
4. Safety
5. Information systems
6. Equipment, process and product specific trainings
7. English language skill development etc



Apart from conventional class room training programs, emphasis given to the following modern training methodologies:

1. Experimental learning
2. Experiential learning
3. Role play

4. On field training
5. Management games
6. In basket training etc.



These training sessions help Magna in

1. Improving the skills of employees
2. Preparing people for higher responsibilities in the future
3. Better understanding of customer requirements and meeting them
4. Process improvements.