



**HARSHAD ENGINEERING COMPANY**  
W-14, MIDC, SATPUR, NASHIK - 007  
Final/Visual Inspectors

Review On : 29.12.2022  
Next Review On : 01.04.2023

**Skill Matrix**  
HEC/MR/F-12, Rev.01, Rev. Date. 14.09.2017






Sr no.	Name	Skill	Customer Complaint	Gauges handling	Importance of seat pipe	Use of Measuring Instrument	Awareness about Product Quality	1S, 2S House Keeping	Inspection Standard	OPL (One point lesson)	Difference in seat pipe	Visual Defects	Score Achived	Remark
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20		Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	50	70	50	50	50	50	70	60	50	50	50	550	55%
		Training Need	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	Level-2
21		Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	55	70	80	80	80	80	50	50	70	80	50	665	67%
		Training Need	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	Level-2
22		Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	80	100	80	80	80	80	80	70	80	100	100	850	85%
		Training Need	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	NO	0	Level-4
23		Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	70	100	80	50	70	70	70	60	70	70	100	740	74%
		Training Need	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	0	Level-3
24		Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	70	100	55	70	60	60	60	60	60	70	50	655	66%
		Training Need	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	0	Level-2






Skill Level :=	
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1. Person can work under guidance (35-50%)

2. Person can work independently but can't train others. (50%-70%)

3. Person can work independently & can give some training to others. (70%-85%)

4. Person is very skilled & can give complete training to others. (Above 85%)