






















 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	
1	 Shanker Sapte	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	80	100	80	80	80	80	80	80	80	100	100	860	86%
		Training Need	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	0	Level-4
2	 Savita Pawar	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	80	100	80	80	80	80	80	80	80	100	100	860	86%
		Training Need	Yes	No	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No	0	Level-4
3	 Kiran Bhalerao	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	80	100	80	80	80	80	80	80	80	100	100	860	86%
		Training Need	Yes	NO	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	0	Level-4
4	 Mahesh Sable	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	60	100	90	70	80	80	80	80	60	70	100	790	79%
		Training Need	Yes	NO	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	0	Level-3
5	 Pooja Marathe	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	80	70	80	60	80	50	60	60	60	70	100	710	71%
		Training Need	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	0	Level-3
6	 Meerabai Thakre	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	60	90	80	80	80	60	60	60	80	70	80	740	74%
		Training Need	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	Level-3

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7	 Shailesh Tupsunder	Required	100	100	100	100	100	100	100	100	100	100	1000	
		Actual	60	100	70	80	80	60	60	80	70	80	740	74%
		Training Need	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	Level-3
8	 Ashok Patil	Required	100	100	100	100	100	100	100	100	100	100	1000	
		Actual	70	80	80	60	80	60	60	80	70	30	670	67%
		Training Need	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	Level-2
9	 Vijay Mahale	Required	100	100	100	100	100	100	100	100	100	100	1000	
		Actual	45	30	45	50	50	50	60	50	50	40	470	47%
		Training Need	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	Level-1
10	 Prakash Kedar	Required	100	100	100	100	100	100	100	100	100	100	1000	
		Actual	50	100	60	80	80	60	60	60	60	40	650	65%
		Training Need	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	Level-2
11	 Sadashiv Jadhav	Required	100	100	100	100	100	100	100	100	100	100	1000	
		Actual	30	50	60	30	50	60	60	30	60	100	530	53%
		Training Need	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	0	Level-2
12	 Manisha Waghmare	Required	100	100	100	100	100	100	100	100	100	100	1000	
		Actual	60	60	80	80	80	60	60	60	70	60	670	67%
		Training Need	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	Level-3
13	 Rohit Bagul	Required	100	100	100	100	100	100	100	100	100	100	1000	
		Actual	65	80	80	70	70	60	60	70	70	60	685	69%
		Training Need	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	Level-2

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14	 Ravindra Bhagare	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	50	70	100	50	80	60	50	50	100	100	710	71%	
		Training Need	Yes	Yes	NO	Yes	Yes	Yes	Yes	Yes	Yes	No	No	0	Level-3
14	 Akash Hadal	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	50	70	100	50	80	60	50	50	100	100	710	71%	
		Training Need	Yes	Yes	NO	Yes	Yes	Yes	Yes	Yes	Yes	No	No	0	Level-3
15	 Kiran Bagul	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	50	90	70	50	50	60	60	60	100	100	50	640	64%
		Training Need	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	0	Level-2
16	 Achok Vadila	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	40	50	60	30	55	60	50	80	70	60	555	56%	
		Training Need	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	Level-1
18	 Nirmala Chawre	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	50	70	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
19	 Snehal Girdale	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	50	70	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
20	 Pooja Patil	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	50	70	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	 Balu Gangurde	Required	100	100	100	100	100	100	100	100	100	100	1000		
		Actual	55	70	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

Skill Level :-		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%)	