About Centre For Industrial Solution and Advanced Training

We are a group of Experts and an ISO 9001:2015 certified Training and Industrial service Provider Company managed by professionals with rich Industrial and Learning experience. Company involves in

- HR consultancy,
- Professional Trainings,
- E-learning module development
- HR Automation System- "HRAutosoft"
- Industrial Consultancy and Solutions,
- Improvement Projects,
- Software Development,

and been providing various services of Industry interest through experts associated with us. More details are available on ***www.cisat.co.in*** or can ask to vikas@cisat.co.in

Proposal For Fully Integrated HR Automation System (HRAutoSoft) (Dedicated Complete HR Automation System)

Recruitment Process (Internal/External)

Employee Joining , Documentation & Induction

Attendance, Leave and payroll management

Learning Management System (LMS)

Performance Management System (PMS)

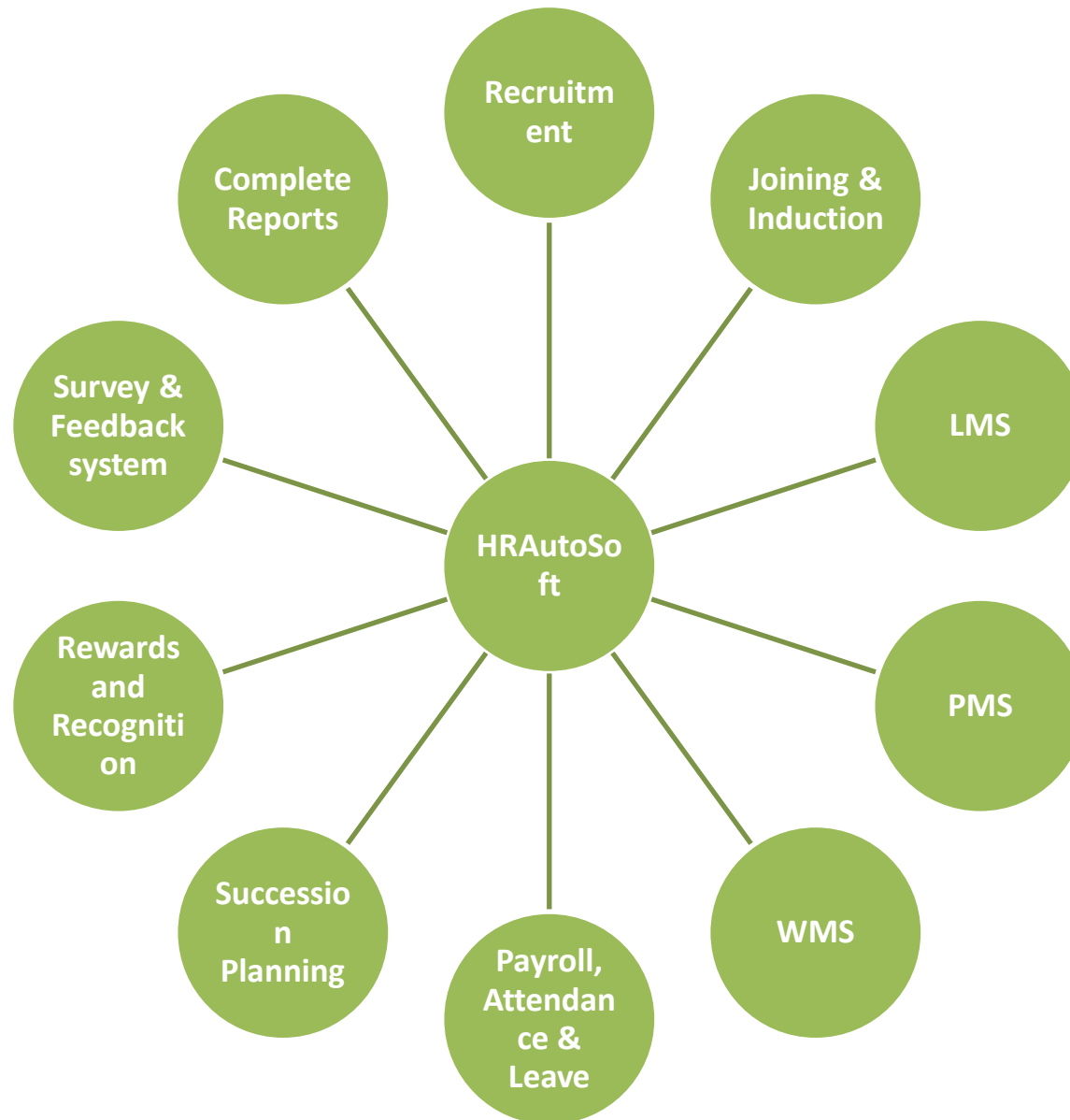Reward and Recognition (R&R)

Workforce Management System (WMS)

Succession Planning

Resignation

Survey, 360 feedback, SWOT analysis, e-Learning, graphical reports etc.

All required Reports by management at one click.

One stop solution to all L&D activities, Competency Mapping, SKILL GAP Analysis, TNI, SWOT Analysis, Certifications, ROI, Feedback, Survey, assessment & **all types of Reports.**

- Recruitment
- Joining & Induction
- Complete Reports
- Survey & Feedback system
- LMS
- HRAutoSoft
- PMS
- Rewards and Recognition
- Succession Planning
- Payroll, Attendance & Leave
- WMS

Major Features of LMS/TMS

- Fully Automatic Software to function as a Training Manager-Dedicated.

- Competency mapping, Skill Matrix preparation, SWOT Analysis

- Micro Analysis for an Individual **(Knowledge details in %)**

- TNI and Preparation of Training Calendar

- Training Budget

- Vendor Details, Online Quotation, Comparison Statement,

- Training program details & Contents,

- Training Delivery, Assessment, Evaluation (Pre, Post, 3 months) etc.

- Testing and Skill Certification

- Departmental Control by HOD

- Special Training program requirement from HOD`s

- ROI Analysis-Online

- Internal and External Trainers Database

- Annual Departmental Feedback system, Internal Survey

- All reports are at one click-User friendly

- Career Succession Planning

- **App for more efficient application, Other system Integration**

Advantages

- Fully Web Base solution and application

- Simple, reliable & User Friendly to Operate.

- Flexibility to Modify or customize as per individual requirement.

- 100% Transparency based.

- Easy to use, Quick entry, Quick Responding & Fast Printing.

- **One click report generation** as per requirement of business.

- Completely Paper Less **online feedback system**.

- Wide data base can be generated as per requirement.

- **Certification** can be done internally.

- Can be customized as per requirement.

- All training programs arrangement, assessment etc.

- **App for efficient application, other system Integration**

- Can use as a organizational development tool, OJT Implementation

- **Succession Planning**

- **Behavioral assessment for soft skill training.**

List of various Training programs

- Technical
  - Electrical
  - Mechanical
  - Process/ Instrumentation/Automation etc.
- Soft Skill/ Behavior Training
- Management programs (MDP)
- Quality/Business Excellence/TPM
- Safety
- Induction or Base Level Training
- Leadership/Team Building
- OEM Trainings
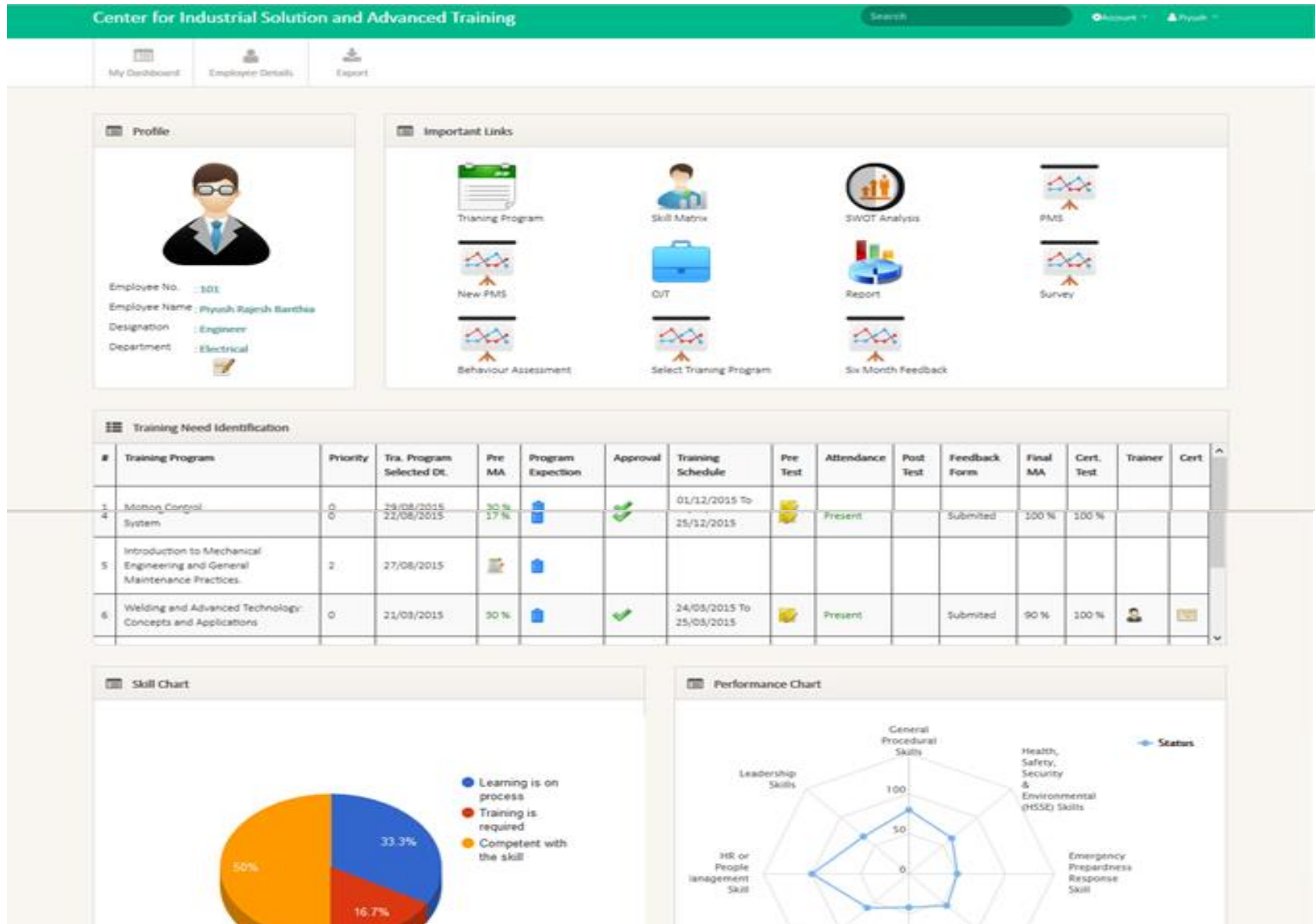- External Training Details.
- Customized requirement.

How it work?

- Specially developed Software dedicated to all Learning & Development Activities.

- Systematically Processed for L&D systems

- Various Reports for an Individual Employee

- Various reports for HOD

- Various Reports for HR

- Pre and Post test for Skill Analysis and auto Updation

- Training assessment and Evaluation

- Skill Certification testing

- ROI

- OJT, Technician or Operators Training

- Succession planning

- SWOT Analysis

- Many other reports required.

System Modules

- Employee Details
- **Employee Dashboard – Individual**
- Competency Mapping / Skill Matrix / SWOT Analysis
- Pre & Post Test and Micro Analysis.
- Training Feedback , Assessment and Evaluation.
- TNI or Skill Gap Analysis (Training Need Identification)
- Training Calendar (Monthly, Quarterly, Yearly)

- HOD Dashboard
  - ◎ Program verify and Approval and New training request.

- **HR Dashboards (Function as a Training Manager)**
- Reports (Every report required for talent management)
  - – Different Types of Reports
- ROI Training Assessment and Evaluation
- Individual SWOT analysis and Succession planning
- Customized requirement and …many more modules

Employee Dashboard Individual Management)

Reports (All types in graphs in one click)

Graphical Report

Total Employee Designation Wise

- Assistant Manager
- Associate
- Deputy Manager
- Engineer
- General Manager
- ITI
- Manager
- Officer
- Sr Engineer
- Sr. Officer

9.1%
18.2%
22.7%
13.6%
13.6%
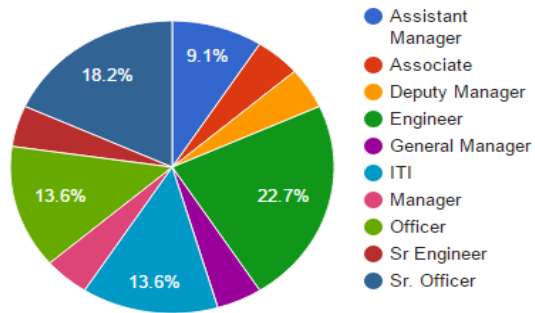
Total Employee Department Wise

- Administration
- Commercial
- Electrical
- Group Corporate Office
- HRD
- IT
- Mechanical

9.1%
13.6%
9.1%
9.1%
50%
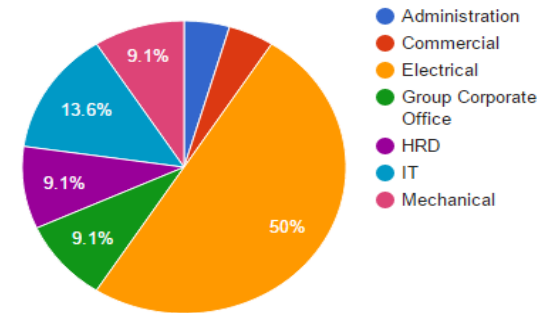
Trianing Designation Wise

- Associate
- Deputy Manager
- Engineer
- Manager
- Officer
- Sr Engineer

10.5%
10.5%
15.8%
22.8%
36.8%
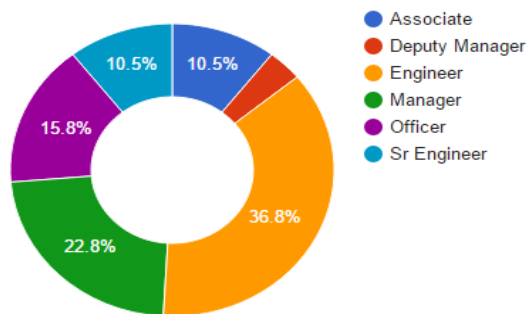
Training Department Wise

- Administration
- Commercial
- Electrical
- Mechanical

10.5%
84.2%

Training Need Identification (TNI) Report

Employee Name : Ashiwn xyz Kelkar   **Department :** Electrical   **Reporting Head :**

#	Employee Name	Program	Duration	Priority	Date	Present Skill	HOD Approve
1	Ashiwn xyz Kelkar	Motion Control	2	1	08/02/2014	45 %	No
2	Ashiwn xyz Kelkar	PLC Communications	2	2	08/02/2014	58 %	No
3	Ashiwn xyz Kelkar	PLC Project Design Engineering & Project Management	2	3	08/02/2014	45 %	No
4	Ashiwn xyz Kelkar	Proficy HMI SCADA Cimplicity Advanced	2	4	08/02/2014	50 %	No
5	Ashiwn xyz Kelkar	Proficy Machine Edition (Logic Developer-PLC) & Proficy HMI SCADA Cimplicity	2	5	08/02/2014	Not Attempt	Not Approved
6	Ashiwn xyz Kelkar	Proficy Machine Edition Logic Developer	2	6	08/02/2014	Not Attempt	Not Approved
7	Ashiwn xyz Kelkar	Earthing & Practices	2	7	17/02/2014	Not Attempt	Not Approved
8	Ashiwn xyz Kelkar	Electrical Drives AC	2	8	17/02/2014	Not Attempt	Not Approved
9	Ashiwn xyz Kelkar	Transformer	2	9	17/02/2014	Not Attempt	Not Approved

Training Budget Report

Training Budget 2013 - 2014

Sr. No	Particular	Source	Category	No of Days	Rate	Total
1	Training Programs	Internal trainers		4	2000.00	8000.00
2	Special Training	External		4	25000.00	100000.00
3	Travel for faculty	External		4	3000.00	12000.00
4	Loadging			4	4000.00	16000.00
5	Boarding			4	1000.00	4000.00
6	Stationary			4	2000.00	8000.00
7	Equipments			4	50.00	200.00
8	Other 1			4	4000.00	16000.00
9	Other 2			4	10000.00	40000.00
10	Miscelaneous			4	10000.00	40000.00

Total Training Days   40

Total proposed Budget for an Approval as per TNI   244200.00

Quotation Comparative Statement Report

Quotation Report

#	Training Program	Duration	Days	Vendor Name	Phone No.	Mobile No.	Email ID
1	Motion Control	10 Feb 14 To 11 Feb 14	2	SKF India Limited	020 - 66112121	9764954550	vikas@cisat.co.in
2	Motion Control	10 Feb 14 To 11 Feb 14	2	Vikas	9028012837	7709012815	cisat.nagpur@gmail.com
3	Motion Control	10 Feb 14 To 11 Feb 14	2	SKF India Limited	020 - 66112121	9764954550	vikas@cisat.co.in
4	Motion Control	10 Feb 14 To 11 Feb 14	2	San Techno Mentors pvt limited	+91-2025455935	9822538860	cisat.nagpur@gmail.com
5	Motion Control	10 Feb 14 To 11 Feb 14	2	Vikas	9028012837	7709012815	cisat.nagpur@gmail.com
6	Motion Control	10 Feb 14 To 11 Feb 14	2	Centre For Industrial Solution and Advanced Training	9028012837	7709012815	vikas@cisat.co.in
7	Motion Control	10 Feb 14 To 11 Feb 14	2	SKF India Limited	020 - 66112121	9764954550	vikas@cisat.co.in
8	Motion Control	10 Feb 14 To 11 Feb 14	2	SKF India Limited	020 - 66112121	9764954550	vikas@cisat.co.in
9	Motion Control	10 Feb 14 To 11 Feb 14	2	SKF India Limited	020 - 66112121	9764954550	vikas@cisat.co.in
10	Motion Control	10 Feb 14 To 11 Feb 14	2	Vikas	9028012837	7709012815	cisat.nagpur@gmail.com
11	Motion Control	10 Feb 14 To 11 Feb 14	2	SKF India Limited	020 - 66112121	9764954550	vikas@cisat.co.in

Quotation Report

Comparative Statement

Program Name : Motion Control

#	Vendor Name	Contact Person	City	Phone No.	Mobile No.	Date	Only Training	Including Travel	Including all	Attachment
L1	San Techno Mentors pvt limited	Mr Sudhir Panditrao	Pune	+91-2025455935	9822538860	2/10/2014 7:53:00 AM	2000.00	3000.00	4000.00	Download
L2	Vikas	Vikas Wadnerkar	Pune	9028012837	7709012815	2/10/2014 7:35:00 AM	2300.00	2400.00	5000.00	Download
L3	Centre For Industrial Solution and Advanced Training	Vikas Wadnerkar	Pune	9028012837	7709012815	2/10/2014 8:51:00 PM	25000.00	30000.00	65000.00	Download

Workforce/Workman Management System

- **Workman Details**
- **Contractors Details**
- **Area wise workers information**
- **Induction & Safety Training**
- **Payment Details**
- **Reporting as per Statutory requirement**
- **Incident and Accident details related to worker**
- **Individual Management and record**
- **Facility to mention all schemes by government**
- **Attendance Module**
- **SAP Integration**
- **Training requirement**
- **Auto updation of all activities**
- **Fully customized as per requirement**
- Various reports as per statutory requirement
- All Forms (1-25) 1,3,12, 6A, 13, 14, 15, 16, 19, 24, 27, 28, 20, 21, 22, 23, 25, 4, 5, 7 & 10.

Performance Management System

- **Employee Details**
- **Auto Flow from Employee to Line manager to HOD to HR Coordinator & Director to COO/CEO for final Approval.**
- Target Setting (KPI/KRA)
- Performance Evaluation will be done as per
  - Measurable specific achieved targets.
  - Completion of activities at par targeted one.
  - Benefit to the organization from performed activities.
  - Concern while doing the activity for future scope of improvement.
  - Self-evaluation by employee.
  - Line manager & HOD evaluation.
  - HR evaluation approved by Head of the plant.
- Competency Assessment
- 360 degree evaluation and Bell Curve assessment
- LDP, PDP, PIP, TNI all includes

Payroll, Leave and Attendance Management System

- **Employee Details**

- **Auto Flow from Employee to Line manager to HOD to HR Coordinator & Director to COO/CEO for final Approval.**

- **Auto Attendance system**

- **Pay roll management**

- **Salary Slips**

- **All reports.**

Other Systems

- **Succession planning**

- **Recruitment module**

- **360° feedback, online survey**

- **SWOT analysis**

- **E-learning module management**

  - **And many more features….**

- You tube link for demo:

https://youtu.be/U2EjM5C1QDY

For more details and your requirement please Contact:

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PE (IE India- 700116-4), **IOSH** (UK)

Certified, **OHSAS** 18001

Head Technical Consultant and Expert Training

Branches: Nagpur, Pune, Bhilai, Thane,

"A Complete Training Solution under One roof"

(Technical- Electrical/Mechanical/Automation/Chemical, Behavioral, Soft Skill, Safety, Out Bound training, Business Excellence, Safety Audit, Energy Audit, Skill Gap Analysis/Automation Solution/Sales & Service; PLC/Drives, Productivity and Time and Motion Study, Improvement Projects, TPM, 5S and Six Sigma Implementation, Technicians Training)

(We can undertake complete Outsourcing of Training Delivery)