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A Study on World Class Manufacturing of Training Standardization with a fixate to Whirlpool of India Ltd Thirubuvani, Puducherry

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Abstract: ***Numerous challenges will be overcome by the logistics industry, and forward-thinking businesses are putting money into cutting-edge new technologies to deal with some of the most urgent transportation and logistical problems. Technology is pushing the limits and revolutionizing global commerce. Transportation, internet of things (IoT), supply chain management, and cyber security advancements could all help you stay one step ahead of the competition. Customers want businesses to use the most recent technology, therefore it's crucial to increase your understanding of new technology in order to implement it into your organization. Being competitive and boosting productivity require being current with technology. The logistics industry has benefited immensely from recent technological developments and will keep growing as more breakthroughs are made. The frontiers of technology will be pushed for many years to come. It can be challenging to stay current with various technology advancements, especially given how frequently new technologies are developed. Businesses need to stay up with technology advancements if they want to succeed.***

Keywords: Logistics, Technology, Business, Block chain, Internet of Things (IoT), Artificial Intelligence (AI)

1. Introduction

To be the best, quickest, and most affordable manufacturer of a good or service is the foundational premise of world-class manufacturing. In order to maintain industry leadership and provide the best alternative for clients, regardless of where they are in the process, it necessitates constant product, process, and service development. The manufacturing industry has advanced substantially since the start of the industrial revolution. Businesses must have lean, efficient, cost-effective, and adaptable manufacturing practises in today's globalised and competitive world. A collection of ideas known as "world-class manufacturing" establishes production and manufacturing standards that other businesses can use as a guide.

Japanese manufacturing is associated with the idea of world-class production. World-class production was introduced in the steel, automotive, and electronic industries. We don't create new features merely for the sake of having a bell or whistle; rather, we ensure that they will improve the lives of our clients. It is a unique approach to generating long-term value through products, partnerships, and services. The world is constantly changing, with new opportunities and needs, and we are at the forefront of this change because we are committed to innovation.

With its brand philosophy of "Every Day Care," Whirlpool is committed to developing intelligent, pertinent solutions that put the needs of the consumer first. The company's 'Make in India' campaign, yearly Great Place to Work recognition, and Superbrands award are just a few instances of how hard it works to satisfy customers and boost the economy. A Whirlpool Corporation subsidiary, Whirlpool of India Ltd., is committed to become the best kitchen and laundry brand in the world and is constantly looking for ways to improve living at home. With our headquarters in Gurugram, we are one of the top producers and marketers of large household appliances in the nation. The company's three production facilities are in Pune, Pondicherry, and Faridabad.

Each production facility is designed to support expansion and development while preserving effectiveness and cutting-edge practises. With a broad product portfolio that includes everything from washing machines and refrigerators to air conditioners and kitchen appliances, as well as more than 110 years of experience globally, we are present in several categories throughout India and the Indian subcontinent.

2. Review of Literature

Michele Germani (2022), Combining World Class Manufacturing system and Industry 4.0 technologies to design ergonomic manufacturing equipment. The methodology has been experimented in a real case study with a global company of agriculture and industrial vehicles, leading to the design and implementation of new equipment. **Zhang Tian Xiang (2022),** Implementing Total Productive Maintenance in a Manufacturing Small or Medium-Sized Enterprise Total productive maintenance (TPM) is suitable for small size enterprises it is 3 stages plan, improve, sustain. **Haftu Hailu Berhe (2021),**Application of Kaizen philosophy for enhancing manufacturing industries' performance The purpose of this study to explore the empirical evidence of Kaizen philosophy practice and its effect on Ethiopian manufacturing industries, chemical companies in particular. **Hallgren and Olhager (2009)** ,Lean and agile manufacturing: external and internal drivers and performance outcomes. Increased competition, global markets, and more challenging customers are all contributing factors that should be the main focus on business environment.

2.1 Objectives of the study

- To study the role of WCM training standardization in Whirlpool India Ltd
- To understand the efficient and effective operation work cycle.
- To understand the WCM policies and procedures to produce quality products on time.

2.2 Significance of the study

A crucial step in management control is training. Training in these areas is one way to lower accidents, eliminate waste, and improve quality. Employee skill is improved as a result of training. To pinpoint if training will make a difference in productivity and the bottom line. To decide what specific training each employee needs and what will improve his or her job performance. To differentiate between the need for training and organizational issues and bring about a match between individual aspirations and organizational goals.

2.3 Research Methodology Overview

The research used for this study is descriptive. Information is gathered in a descriptive research without altering the surroundings. Depending on the type of analysis being done, a huge population will be sampled using a particular methodology.

World Class manufacturing of training standardization

Implementing a standard quality management of WCM policies

Table 1.1: Implementing a standard quality management of WCM policies

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	60	40.3%	40.3%	40.3%
	Agree	66	44.3%	44.3%	84.6%
	Neutral	20	13.4%	13.4%	98.0%
	Disagree	2	1.3%	1.3%	99.3%
	Strongly Disagree	1	.7%	.7%	100.0%
	Total	149	100.0%		

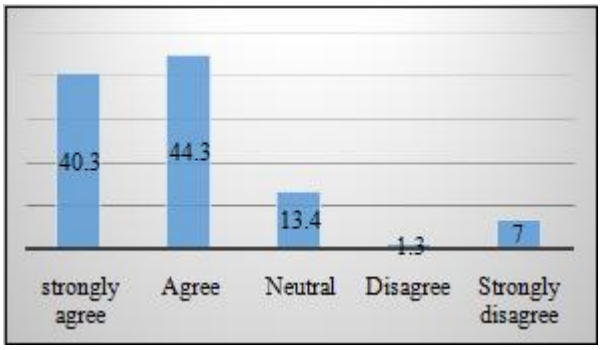

Figure 1.1: Implementing a standard quality management of WCM policies

From the table, 44.3% % of respondents agreed that implementing a standard quality management of WCM policies

Proper training has been implemented according to employee's morality.

Table 1.2: Proper training has been implemented according to employee's morality

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	34	22.8%	22.8%	22.8%
	Agree	74	49.7%	49.7%	72.5%
	Neutral	31	20.8%	20.8%	93.3%
	Disagree	7	4.7%	4.7%	98.0%
	Strongly Agree	3	2.0%	2.0%	100.0%
	Total	149	100.0%		

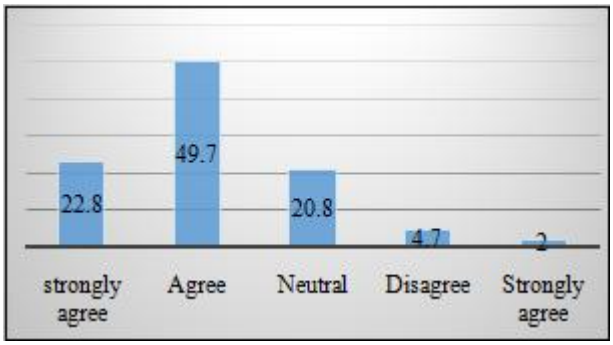

Figure 1.2: Proper training has been implemented according to employee's morality.

From the table, 49.7% of respondents agreed that Proper training has been implemented according to employee's morality.

The Company following the norms of WCM role

Table 1.3: Company following the norms of WCM role

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	43	28.9%	28.9%	28.9%
	Agree	68	45.6%	45.6%	74.5%
	Neutral	38	25.5%	25.5%	100.0%
	Total	149	100.0%		

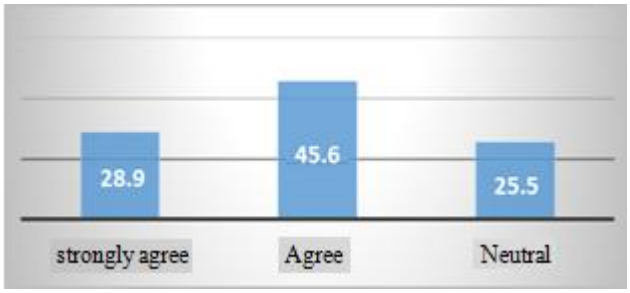

Figure 1.3: Company following the norms of WCM role

From the table, 45.6% % of respondents agreed that Company following the norms of WCM role

Persisting Compatible technology

Table 1.4: Persisting Compatible technology

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	65	43.6%	43.6%	43.6%
	Agree	40	26.8%	26.8%	70.5%
	Neutral	35	23.5%	23.5%	94.0%
	Disagree	7	4.7%	4.7%	98.7%
	Strongly Agree	2	1.3%	1.3%	100.0%
	Total	149	100.0%		

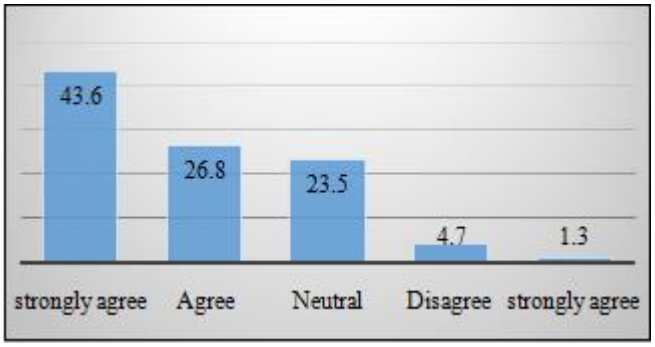

Figure 1.4: Persisting Compatible technology

From the table43.6% of respondents agreed that Persisting Compatible technology

WCM policies will provide, satisfaction on both management and labour needs

Table 1.5: WCM policies will provide, satisfaction on both management and labour needs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	74	49.7%	49.7%	49.7%
	Agree	57	38.3%	38.3%	87.9%
	Neutral	15	10.1%	10.1%	98.0%
	Disagree	3	2.0%	2.0%	100.0%
	Total	149	100.0%		

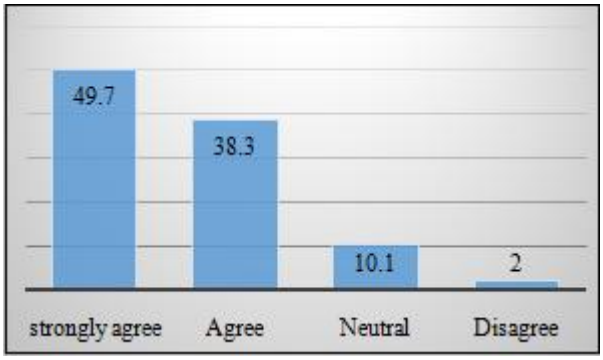

Figure 1.5: WCM policies will provide, satisfaction on both management and labour needs

From the table49.7% of respondents agreed that Persisting Compatible technology

Correlation between Training and Challenging Task

Hypothesis:
Null hypothesis (Ho): There is no significance relationship between Experience and Training implemented to employees' morality**.**

Alternative hypothesis (H1): There is a significance relationship between Experience and Training implemented to employees' morality.

Correlation

		Experience	Training implemented to employees morality
Experience	Pearson Correlation	1.000	.028
	Sig.(2-tailed)		.733
	N	149	149
Training implemented to employees morality	Pearson Correlation	.028	1.000
	Sig.(2-tailed)	.733	
	N	149	149

Interpretation
The above table value of r=0.028,(r>0.01) it indicate that the relationship between two variables are positively correlated Hence,H1(Alternative hypothesis) is accepted. There is positive significant correlation between wish to Experience and Training implemented to employees' morality.

Chi-Square Test

Non Parametric Test

Year of Experience and Taking Decision

Hypothesis:
Null hypothesis (Ho): There is no significance difference between the employees enable the WCM training standardization and new technology to reduce error and increase productivity.

Alternative hypothesis (H1): The is significance difference between the employees enable the WCM training standardization and New technology to reduce error and increase productivity.

The employees enable the WCM training standardization

Value	Observed N	Expected N	Residual
Strongly Agree	32	49.67	-17.67
Agree	57	49.67	7.33
Neutral	60	49.67	10.33
Total	149		

New technology to reduce error and increase productivity

Value	Observed N	Expected N	Residual
Strongly Agree	75	37.25	37.75
Agree	50	37.25	12.75
Neutral	21	37.25	-16.25
Disagree	3	37.25	-34.25
Total	149		

Test Statistics

	Chi-square	df	Asymp.Sig.
The employees enable the WCM training standardization	9.52	2	.009
New technology to reduce error and increase productivity	81.20	3	.000

Interpretation

From the above table the significance value is o which is lesser than 0.05(0<0.05), so it indicates that there is no difference between the employees enable the WCM training standardization and new technology to reduce error and increase productivity.

Here H1 (Alternative hypothesis) is accepted. There is significant difference between the employees enable the WCM training standardization and new technology to reduce error and increase productivity.

3. Findings of the Study

- Develop and expand existing knowledge of human resource management. Increased participation from employees allows for the standardisation of WCM training.
- Incentivizing the workforce to implement WCM standards for quality management
- Establish and sustain the plan for handling quality control before implementing a workable quality control programme. Persistent progress through the eradication of losses.
- The standardisation of WCM training is facilitated through employee participation.
- Intensify the prevailing swings on behalf of compatible technology.

4. Limitations of the Study

The respondents' conditions seems to be skewed. As a result, each person's decision will be unique. Analysis is therefore predicated on the assumption that respondents gave data via questionnaire.

5. Conclusion

World Class Manufacturing is a continuous improvement strategy on world class manufacturing of training standards with particular reference to Whirlpool. It was developed as a style of thinking to bring organisation manufacturing to a global scale. Most businesses that aspire to reach an industry or market level do so by deploying the frameworks necessary to achieve World Class Manufacturing. My study implies that businesses utilize WCM training uniformity and new technologies to boost productivity and decrease inaccuracy. Organizations should focus on producing high-quality goods and services, delivering on schedule, and conducting operations with the lowest possible standard of quality if they want to compete on the global stage.

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