

# Tata AutoComp adapts practices from other HR teams to revamp its Cadre Management Programme

Tata AutoComp's Cadre Management Programme is now in sync with its strategic workforce plan and Leadership Development Programme; to position the company as an employer of choice amongst top engineering and management schools. It will enable it to recruit the best talent as summer interns and Graduate Engineer Trainees (GET) in 2019.



## The Need

In line with its new Electric Vehicle (EV) strategy, Tata AutoComp needed young talent to fill up critical positions across its business units, corporate functions, and new entities/JVs. For attracting the best talent, it needed to improve its existing campus recruitment process.

## Best Practices Adoption

Tata AutoComp launched its 'Infinity Program', in 2019, for summer interns and GETs. This programme was designed after reviewing and picking up best features from similar practices at Tata Steel, Tata Motors and Group HR, Tata Sons.

Tata AutoComp adopted TAS Career path and worked out an 11-month development programme with a focus on improving its culture and values. The programme was based on three live critical business projects with its internal business units. Trainees were provided with the exposure of working across a new BU every three months. Through quarterly and annual reviews, the right talent was placed at the right place after the end of the programme.

Furthermore, to improve its cadre development process, Tata AutoComp benchmarked itself with Tata Steel and Tata Motors.

## Benefits

- 'Infinity Program' helped the company establish great campus connect with India's best engineering and management schools
- Among the recruits, almost half of the candidates selected were women
- There was more significant engagement with GETs through their engagement on live projects, technical programmes, and self-designed events
- The mentoring programme for GETs helped support and groom the trainees