**Assignment 1**

**164171K**

1. **Background of the organization**

Advanced Engineering Technologies Private Limited (ADENT) is a leading provider. Innovative solutions capable of conquering industrial challenges. The increasingly complex world of electronics and mechanics. ADENT was established. In October 2012 and within a short time it was able to achieve this fast.Growth of customer base and breadth of solutions provided. Research and development is the core strength of ADENTS when it comes

Providing customized solutions. Optimality and economic viability are necessary. And modern is considered the most important factor in providing solutions. Industrial problems. Through innovation we are able to solve later. Customer problems. They have a broad spectrum of technology that eventually merges.The right mix of hardware and software.

**1.1 Vision**

To become the leading provider of technologically diversified, Innovative Solution.

**1.2 Mission**

To be a world – class supplier of customizing engineering solutions forming technology into business adventure.



1. **Human Resource Pratises at Adents**

**2.1 Self manageable teams**

The smallest component is a team in Adents. Each group was created by software. Engineers, Quality Engineers, Business Analysts, UI / UX Designers and Project Managers. Adents teams are with cross function. Groups where individuals are. Manage their own workload, change work. Themselves according to need and best fit, Participate in the team. Decision making and make the Project success.



**2.2 Flexible working hours**

As Adentsl intern trainee we are bounded 8 hours to work. In the company without Referring to one made correct. Check-in time and an exit time. Flexible time schedule allows staff. to work hours. Different from normal startup companies. There Usually 8. a.m. - 5 p.m. Or. 9 a.m. - 6 p.m. And has risen., They total a 40 hour work week. Due to It’s flexibility productivity, increased and staff also work comfortably.



**2.3 HR management System**

The first appearance system is integrated with the fingerprint system. Check-in and check-out. Individual employees' time will be recorded. Users will get many features according to access level. Encouraging extra activities Adents company serves a hobby. Activities and Games to employees because they are working In a technology based environment and busy lifestyle. They have provided. Apart that company Organizes several functions. Such as New Year's celebrations, Pirith Chanitings.

Christmas,Birthday Celebrations, Talent Show, Sports Meet, Employees participate in these activities. Available in order. A break From. Buy them. Life.



**3.Way of improving technology related practices**

**3.1 Training Sessions**

Give a brief introduction to new employees about the project domain and assign. The workers teams. Usually they offer training sessions once every 6 months, but I recommend. An exercise parallel to work allocated. Because it happens. Be helpful to yourself. Newest workers to know about. environment. Because it is difficult acceptable new technologies in. A view and training would be very helpful. Employees learn about newest Technologies.



**3.2 Performance Evaluator**

Since the meeting containing only. team members ratings not enough. performance. Evaluation processes Improving communications, providing effectiveness. Comment on work performance and convenience. Better work relationships. In the team. So, this is the best to upgrade beyond the rating system. Team to max productivity and. The Quality of work apart. That this. Be helpful to yourself. Edit Disabilities



**3.3 Performance based wages system**

Currently the company’s pay rise is based on experience. But I think there should be increases Based on performance. Fee for performance. The projects are excellent. For self-starters. There Motivated. Opportunity. Do more to drive. Income levels. Further. Motivated Employees who work. Hard, company. Benefits with Increase. Company. Manufacturing. Because of that. In my view, I think salary. Increase system. Should be absolutely. basically. Performance.

**Reference**

http://adentsl.com