

**A**  
**Project Report On**  
**Skill Space –**  
**Training and Competency Mapping**



Submitted to:

**Department of Computer Engineering  
Cusrow Wadia Institute of Technology, Pune-411001**

By: -

1. Sara Saeed Shaikh - 184021
2. Mayura Madhav Rangdal - 184055

**A  
Project Report On  
Skill Space –  
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**Under the Guidance of  
Prof. K. S. Jakotia**

**Submitted by:**

- |                                 |                |
|---------------------------------|----------------|
| <b>1. Sara Saeed Shaikh</b>     | <b>-184021</b> |
| <b>2. Mayura Madhav Rangdal</b> | <b>-184055</b> |

**Department of Computer Engineering Cusrow Wadia  
Institute of Technology Pune-411001  
( 2020 – 2021 )**

## **CERTIFICATE**



This is to certify that the below mentioned third year diploma students have carried out the project work on “Skill Space – Training and Competency Mapping” in the department of computer engineering, Cusrow Wadia Institute of Technology, Pune-1. They have completed this project work under my guidance and in satisfactory manner in June 2021 of third year diploma.

1. Sara Saeed Shaikh              184021
2. Mayura Madhav Rangdal      184055

Computer Engineering students have successfully completed project on “Skill Space – Training and Competency Mapping” towards the fulfilment of their Diploma in Computer Engineering in academic year 2020-2021.

The Performance of each of these students during course was very good.

Date: - 23/07/2021

Prof. K. S. Jakotia  
Guide

Prof. Mr. A.A. Jambhale  
H.O.D. Computer Dept.

Prof. Mr. V.R. Rao  
Principal

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## **1. INTRODUCTION**

Training allows employees to acquire new skills, sharpen existing ones, perform better, increase productivity and be better leaders. Since a company is the sum of what employees achieve individually, organizations should do everything in their power to ensure that employees perform at their peak.

Competency management can benefit employees by allowing them more opportunities to increase their skills and aid in their professional development. These benefits also help the entire company grow and succeed. According to the Association for Talent Development (ATD), companies who invest in advanced training tools, like competency management software, enjoy a 218 percent higher income per employee compared to companies that do not.

The HR will convey the requirements or pre-requisites for the training. The training programs provided to trainees will be conducted by HR and prepared by DH and HR, which will be then displayed to trainees on to training schedules. The training needs can also be identified from time to time based on competence gaps identified, changing environmental requirements & included in Quarterly schedules.

A training calendar will be issued before end of the financial year covering the subsequent year. Quarterly schedules will be derived from the " Training Calendar ". Due to exigencies any training could not be completed in quarter will be reported in the Management reviews and based on the decision, can be shifted to the subsequent quarter, and completed. Similarly, if any training is not completed in the last quarter the Management review forum will decide on replanning the same in the First quarter of the subsequent year.

On the job training circular cum attendance sheet will be maintained. For each programme, a consolidation of the feedbacks and analysis will be done to draw conclusion and will be reported in the Management Review.

## **2. ACKNOWLEDGEMENT**

“Acknowledging the debt is not easy for us as we are indebted to so many people”

We take this opportunity in expressing the fact that this project report is the result of incredible amount of encouragement, co-operation and moral support that we have received from our beloved teachers, mentors ,colleagues and family .

We are privileged to present the project report on “Skill Space – Training and Competency Mapping “and to express our deep regards towards those who have offered their valuable time and guidance in our hour of need because when any work is to be completed successfully it should be supported and guided by knowledgeable mentors.

We are highly indebted to “Prof. A. A. Jambhale (H.O.D Computer Dept. )” and our project guide Prof. K. S. Jakotia for her guidance and constant supervision as well as providing necessary information regarding project and also for their support in completing project.

We would like to express our gratitude towards our parents and members of computer engineering department for their kind co-operation and encouragement which helped us in completion of this project.

We would like to express a heartfelt appreciation to Mr. Aquil Hawaldar who is the Chief Officer in Amtek Auto Limited, the sponsors of this project. We are highly obligated for the attention and their precious time. His valuable guidance and support made this project work an enlightening educational experience. His consistent support and co-operation showed the way towards the successful completion of project. We would like to express our deep sense of gratitude to all the members, who directly or indirectly helped us during our project work.

- |                          |        |
|--------------------------|--------|
| 1. Sara Saeed Shaikh     | 184021 |
| 2. Mayura Madhav Rangdal | 184055 |

### **3. ABSTRACT**

“There is nothing training cannot do. Nothing is above its reach. It can turn bad morals to good; it can destroy bad principles and recreate good ones; it can lift men to angel-ship.”

-Mark Twain

Training is the most important activity, which plays an important role in the development of human resources. To put the right man at the right place with the trained personnel has become essential in today's globalized market. No organisation has a choice on whether or not to develop employees. Human Resources are the lifeblood of any organization. Only through well-trained personnel, can an organization achieve its goals.

Human resource practices play a key role in attracting, motivating, rewarding and retaining employees. Other human resource management practices include recruiting employees, selecting employees, designing work, compensating employees and developing good employer-employee relations. The importance placed on ‘Training’ is great on comparison to other human resource management practices. Increasingly, training and development is playing an important and strategic role in the economic success of business organizations.

Business organizations realize more than ever that employee knowledge gained through training and development has become a strategic necessity and more the sources of strategic advantage. To provide system procedures for structured identification of training needs of personnel, for evaluation of effectiveness of training provided and for achieving competency.

Training and Competency system aims to provide a platform for top management authorities to view and evaluate the working of various trainees and their progress in respective training programs. The major aim of Skill Space is to evaluate the competence level of a particular trainee and to provide the required knowledge or assistance.

## **4. KEYWORDS**

Human Resource, Competence, Training Programs, APQP ( Advanced Product Quality Planning) , Information Management, QMS (Quality Management System), Skill Analysis, Learning Management, Customer Relationship Management (CRM), Database Management.

## **5. PRESENTLY AVAILABLE SYSTEM**

Competencies summarise the skills, knowledge, attitudes and behaviours required to perform effectively in a given job, role or situation. Currently, freshers are provided training to provide the necessary exposure to the corporate world. Analysing the competency of employees is also beneficial for company's success. The training need Identification of the employees is very important for the betterment and welfare of the company as well as for themselves.

The existing system provides trainings to the freshers that will be necessary for them in their future job but their skills and knowledge is not analysed for their personal growth. Once the employee is recruited, his knowledge should be analysed time and again, for their and organizational productivity.

The trainee's competency identifies which skills a person needs to perform well in order to succeed in their specific role. Productivity is improved by the ability to evaluate skills, identify which ones an employee is lacking, and providing the necessary training. Thus, Employee on-boarding and training is made easier, as there is a structure in place. Employees who receive clear, defined instructions of their job parameters will do better in their roles.

## 6. NEED OF SUCH A SYSTEM

Training has become a necessity for all the organization in today's dynamic business environment. It helps the employees to perform their jobs more efficiently and effectively resulting in long-term benefits for both the employees as well as the organizations. Training can be multi-dimensional. It can be specifically used to develop skills and knowledge that may be used at an Individual, Operational, Organizational level.

- *Need for individual training:-*

Individual skills include self management, communication and interpersonal abilities needed to successfully perform in the organizational and social context of the project and support groups.

Individual training offers the following benefits:-

- I. Quality of work is improved.
- II. It increases the productivity.
- III. Provides employees greater flexibility and responsiveness to change.
- IV. There is less wastage and reduction in maintenance and repair costs.
- V. There is improvement in employee morale.

Thus we see that the individual or employee training provides employees an opportunity to improve their job skills, knowledge and abilities thereby strengthening the services and operations of the entire organization.

- *Need for operational training:-*

Operational training includes training that helps an employee to develop, maintain, or improve his technical skills. Technical skills are those skills where he uses his knowledge, tools and other equipment to perform a task efficiently.

Training in technical or operational skills helps an employee to

- I. Use the equipment in a correct and scientific manner.
- II. Choose the correct tools required to complete a specific task.
- III. Learn to use new technology and tools.
- IV. To prevent industrial accidents and health hazards.
- V. It facilitates teamwork.

Operational training thus increases efficiency and productivity of an employee by enhancing his ability to use skills and resources available as required by his job.

- *Need for organizational training:* -

Organizational training includes training to support the organization's strategic business objectives and to meet practical training needs that are common across projects and support groups. The purpose of organizational training is to develop the skills and knowledge of people so they can perform their roles effectively and efficiently.

- I. Pertain to behaviour within and according to employee's organization structure
- II. Take on role and responsibilities as required by the organization
- III. Adhere to the organization's general operating principles and methods.
- IV. Facilitate implementation of organizational STRATEGIC planned change efforts such as OD,TQM, BPR,ISO.

An organizational training programme should identify the training needed by the organization, obtain, and provide training to address those needs, establish and maintain training capability and records and assess its effectiveness. This will result in overall development and ultimately an increase in the profitability of the business.

## **7. DETAILED PROBLEM STATEMENT**

To provide the method of training that focuses on a trainee's ability to receive, respond to and process information in order to achieve competence. Skill Space manages the skills a person needs to perform well in order to succeed in their specific role. Skill Space is designed to be the central point of your entire training operation. In Skill Space training management administration we aim to place all training requirements and skill evaluation into one place, so it's easier to manage and access. Rather than working across multiple places, everything is right where you need it, and you don't need to waste time searching around for the information you need.

## **8. HARDWARE AND SOFTWARE REQUIREMENTS.**

### **8.1 Software Requirements**

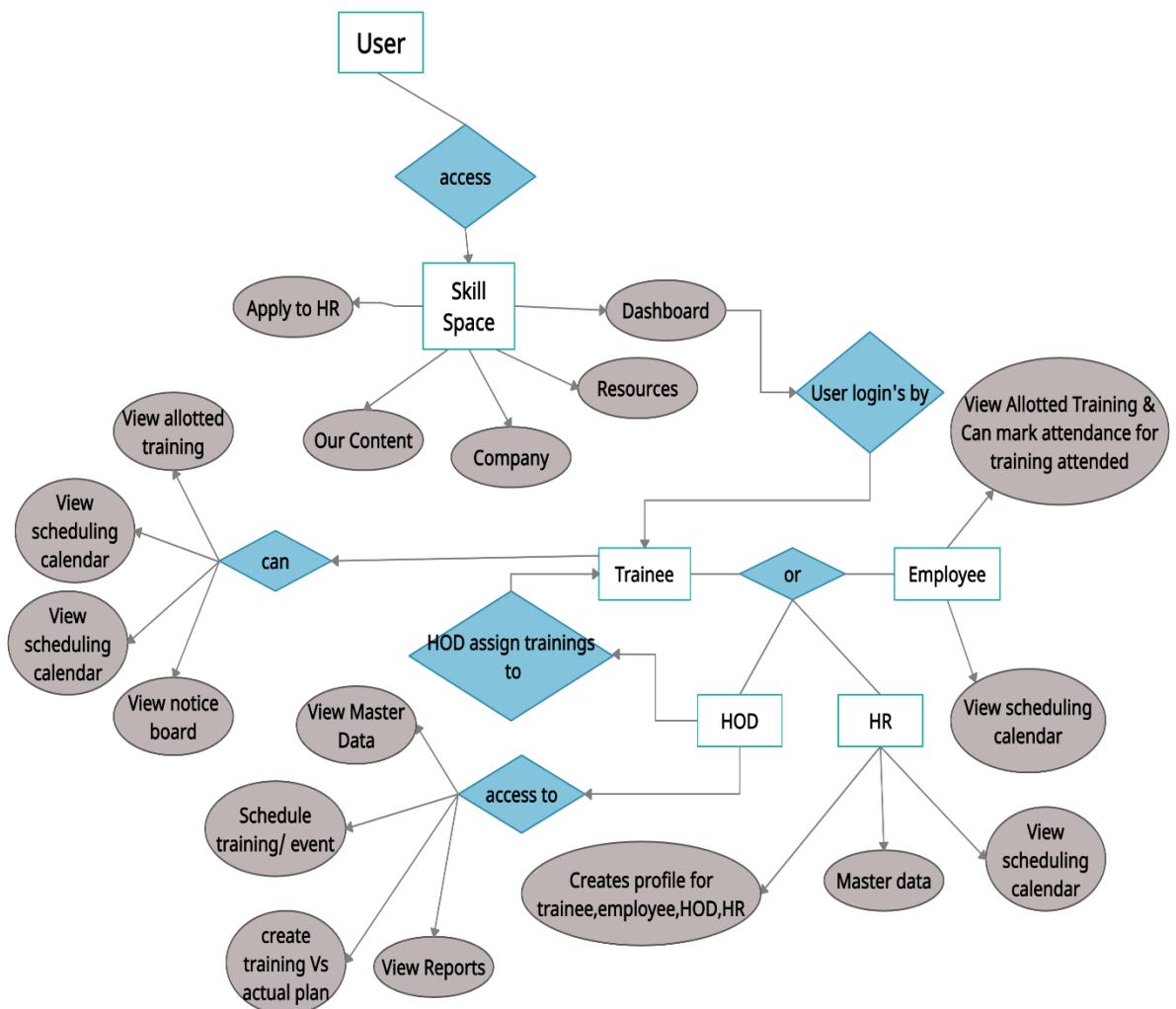
- Operating System - Windows /XP / Mac
- Application Server - Xampp ,Apache
- IDE - Vscode,Spyder,Sublime
- Front End - HTML, CSS, JS
- Browser - Chrome, Firefox, Brave, Microsoft Edge
- Database - MySQL Database

### **8.2 Hardware Requirements**

- Processor : i7 9th Gen
- Cores : 6
- Processor Speed : 4.0 Ghz
- RAM : 16 GB or more
- SSD : 512 GB M.2 NVME Gen 4
- Speed : 1.10 GHz

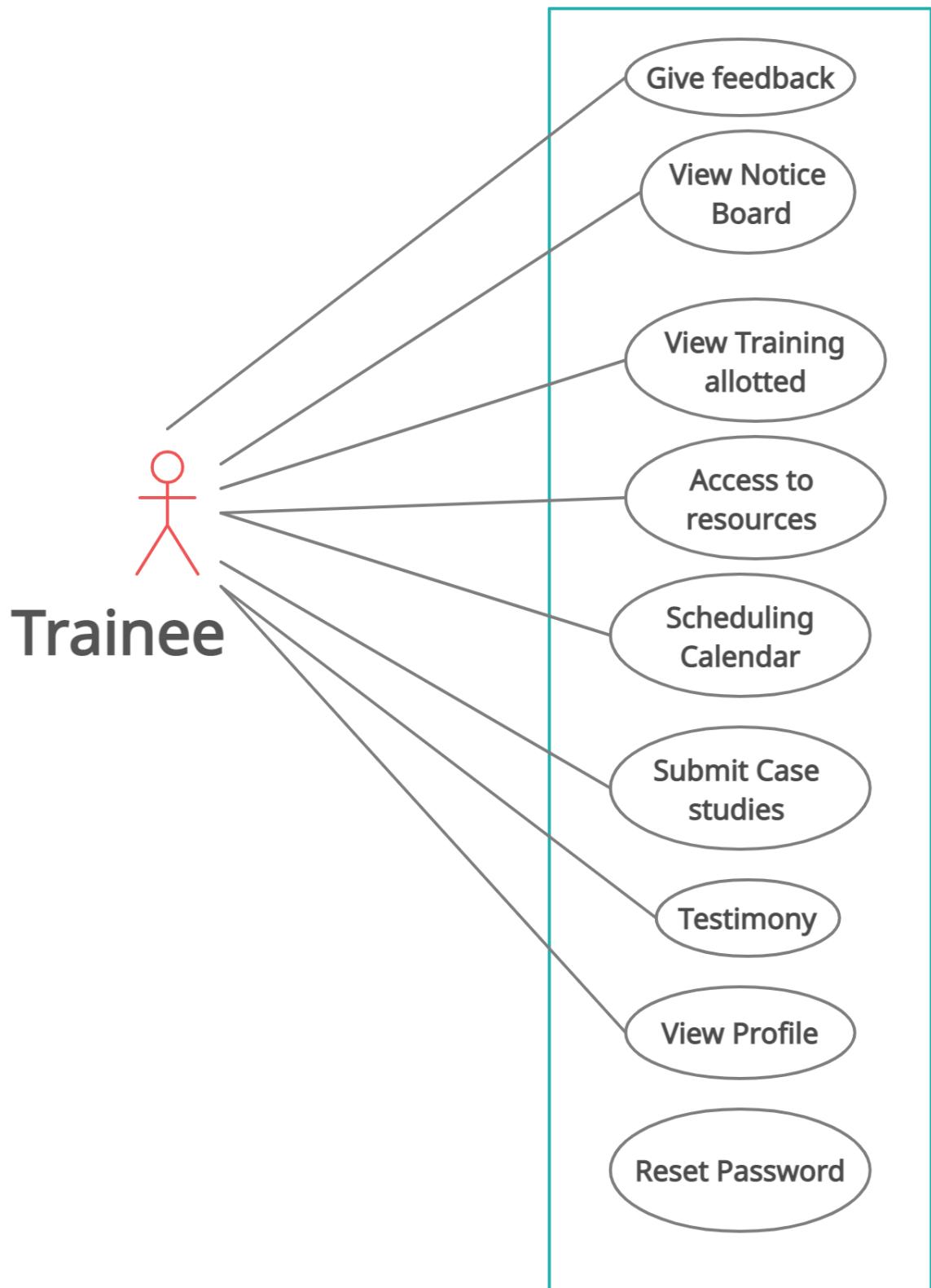
## 9. SYSTEM DESIGNS

### 9.1 ER Diagram

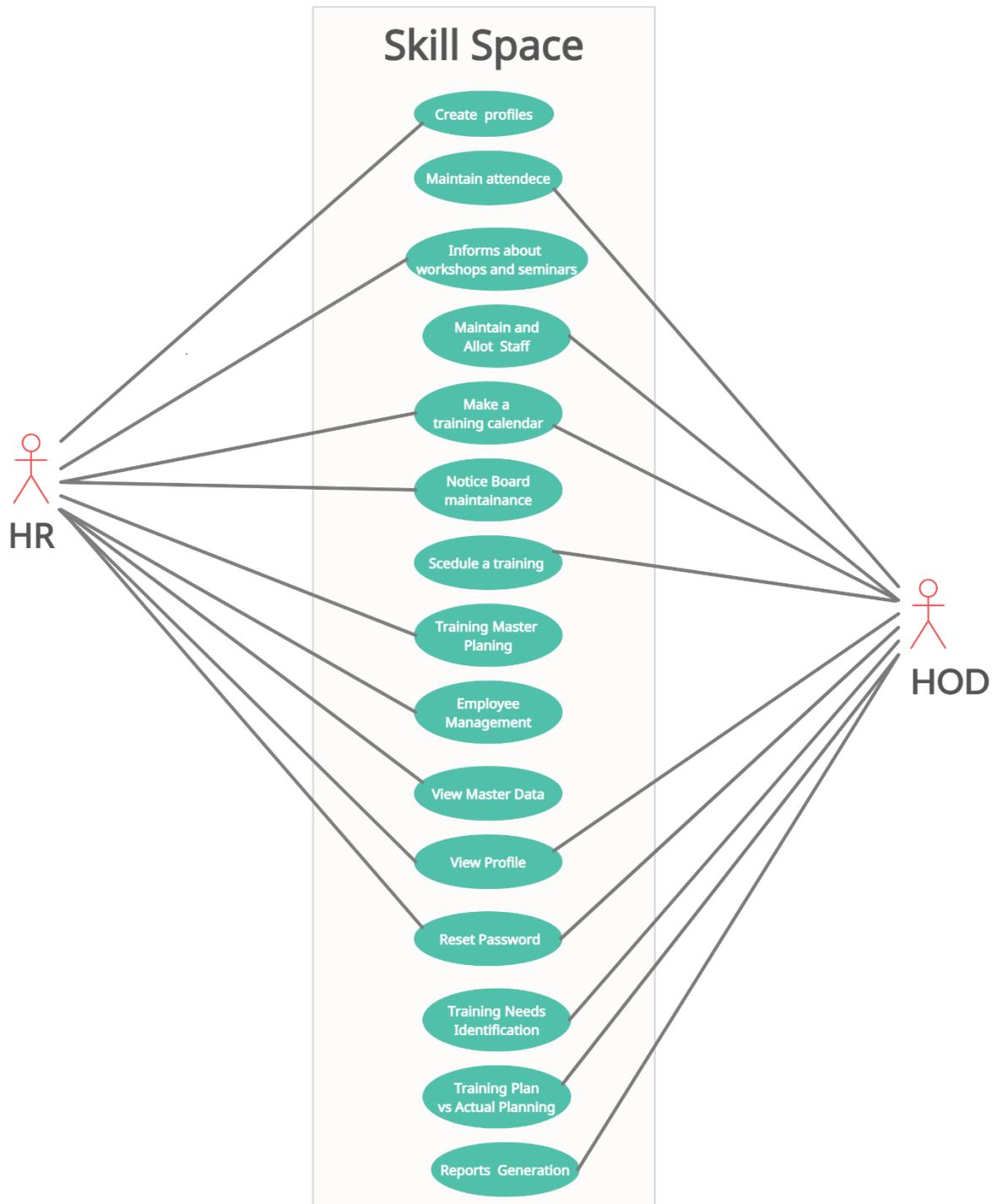


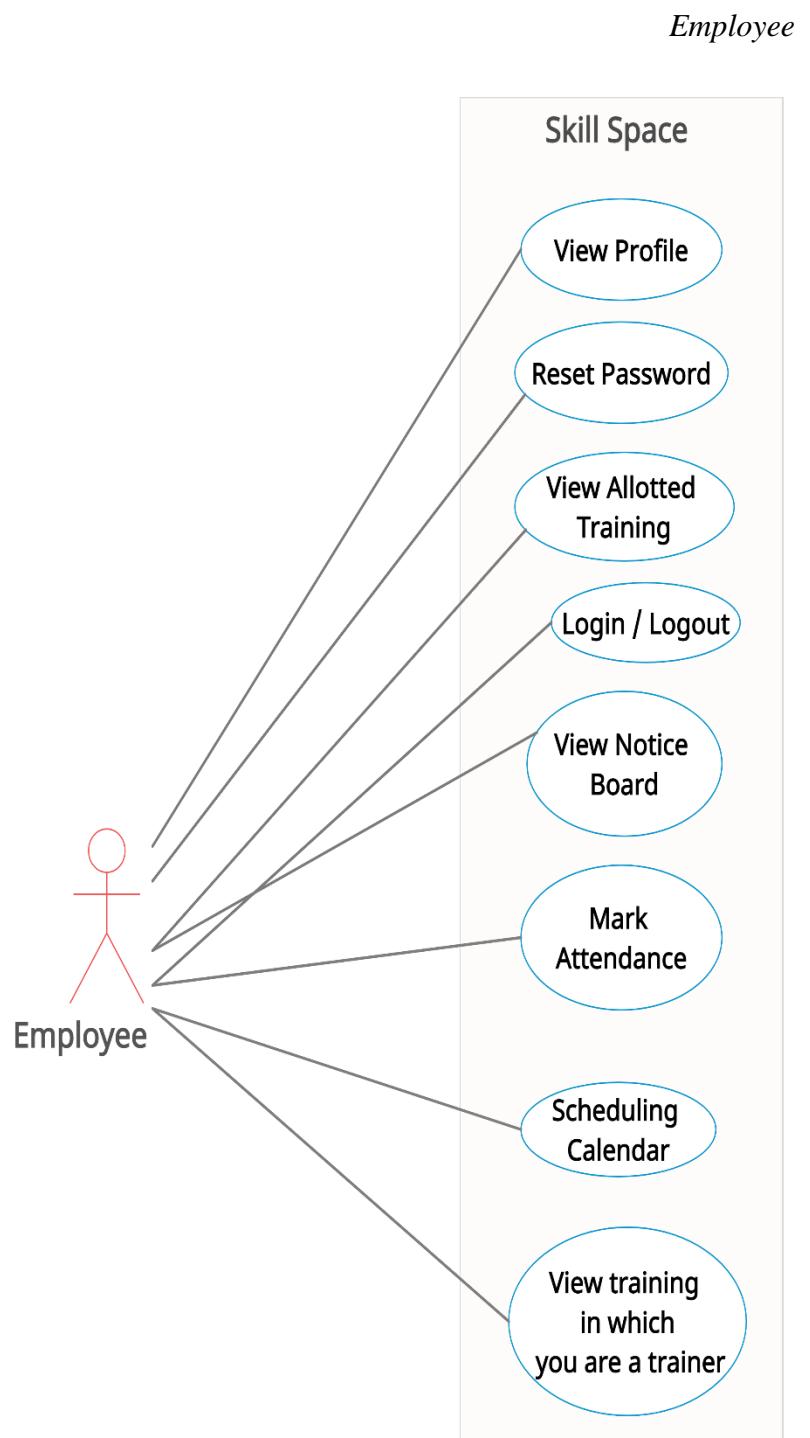
## 9.2 Use Case Diagram

*trainee*

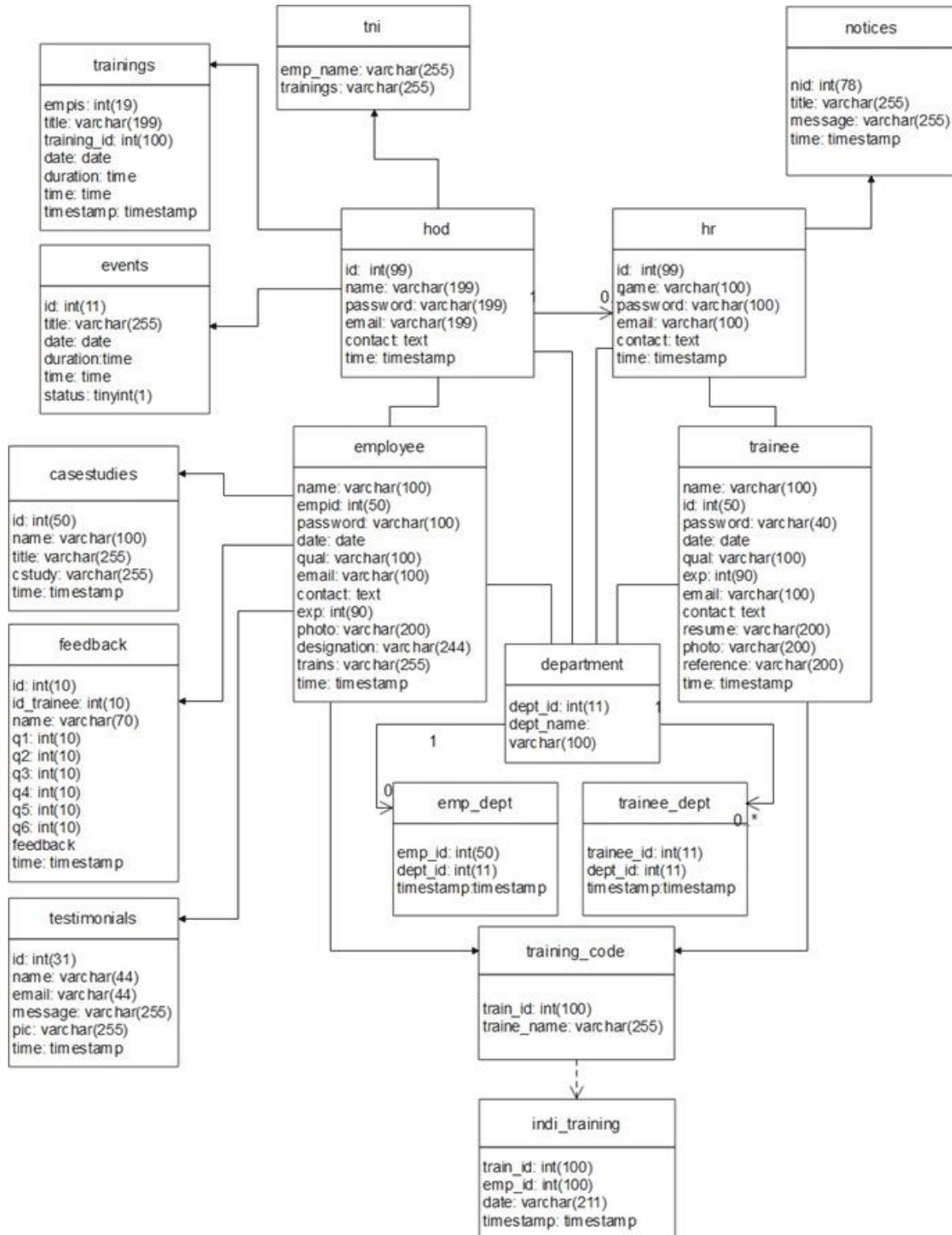


*HOD and HR*

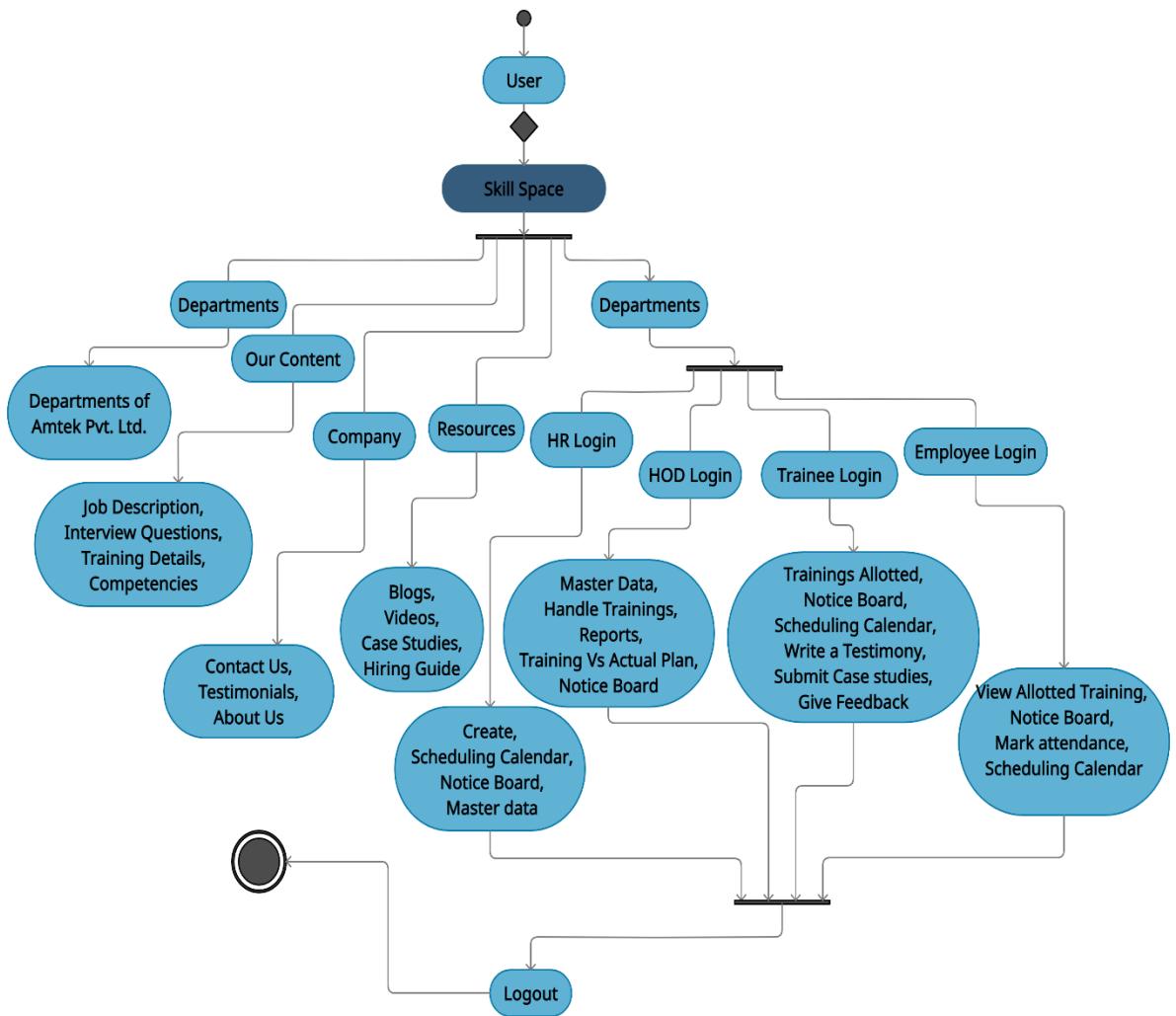




### 9.3 Class Diagram



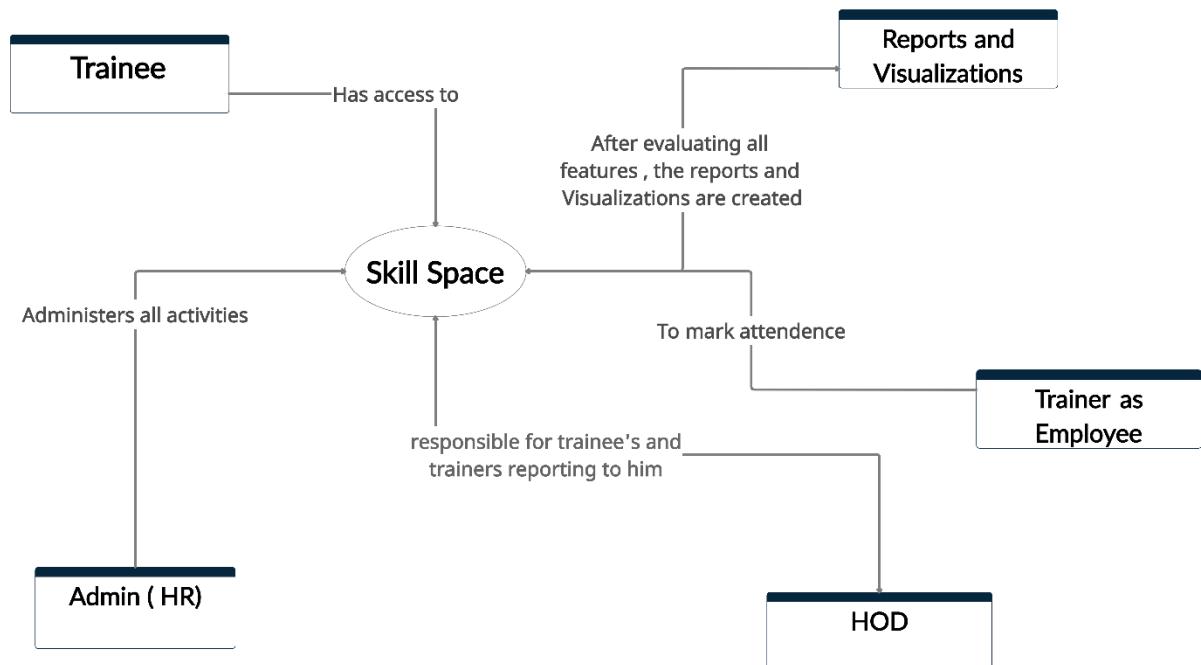
#### 9.4 Activity Diagram



## **9.5 Data Flow Diagram**

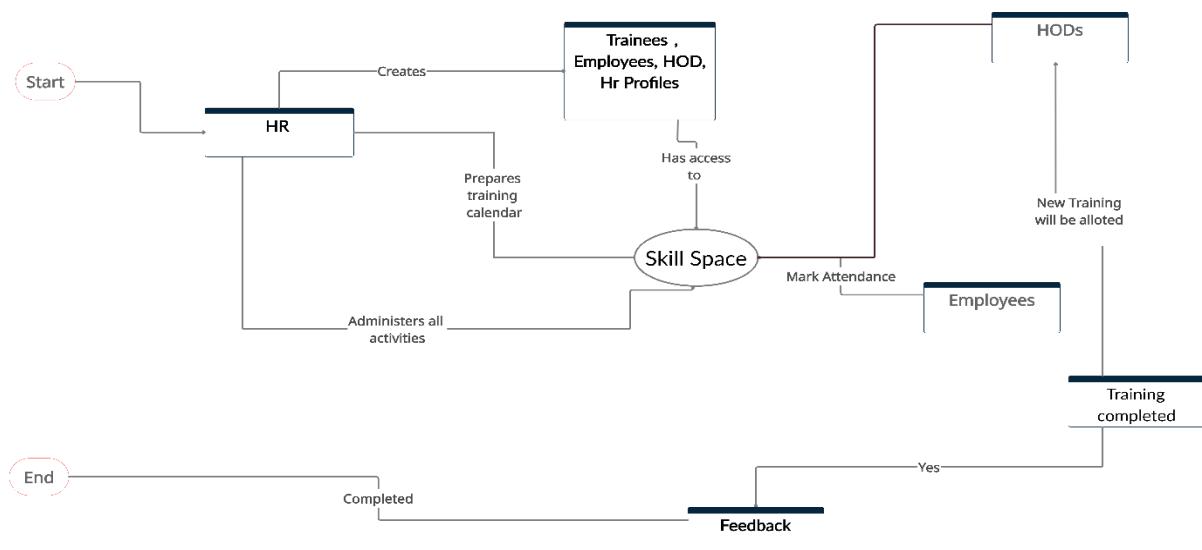
*Level 0*

### **Final Year project on Skill Space - Training and Competency Mapping Level 0**



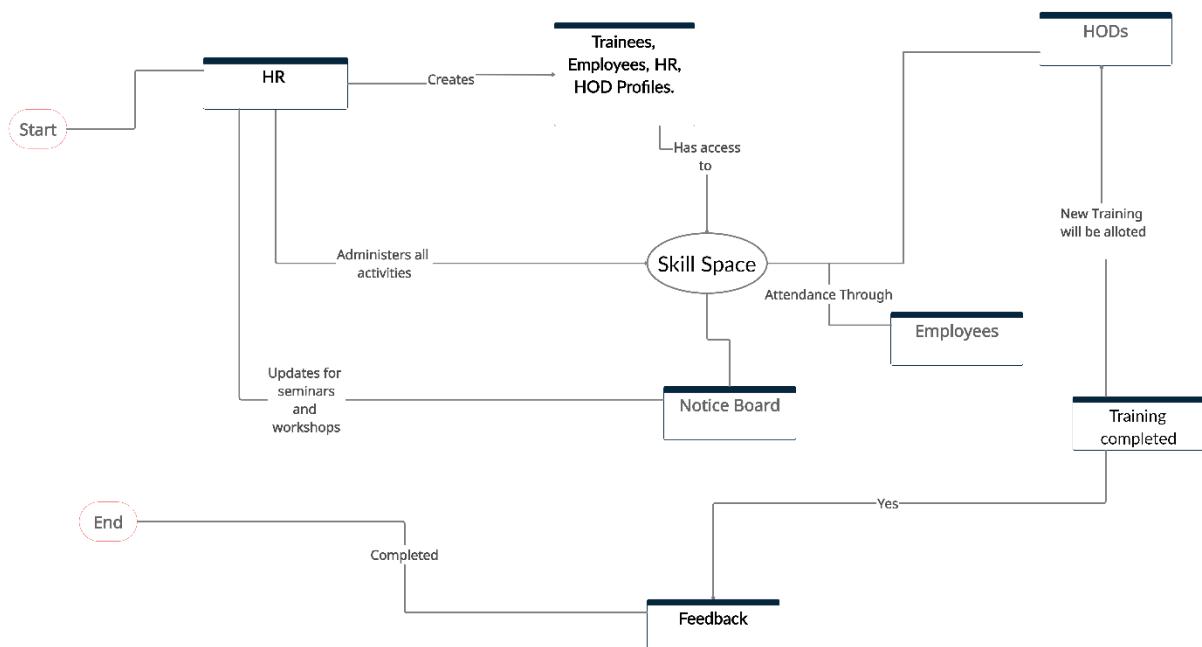
Level 1

Final Year project on  
Skill Space - Training and Competency Mapping  
Level 1

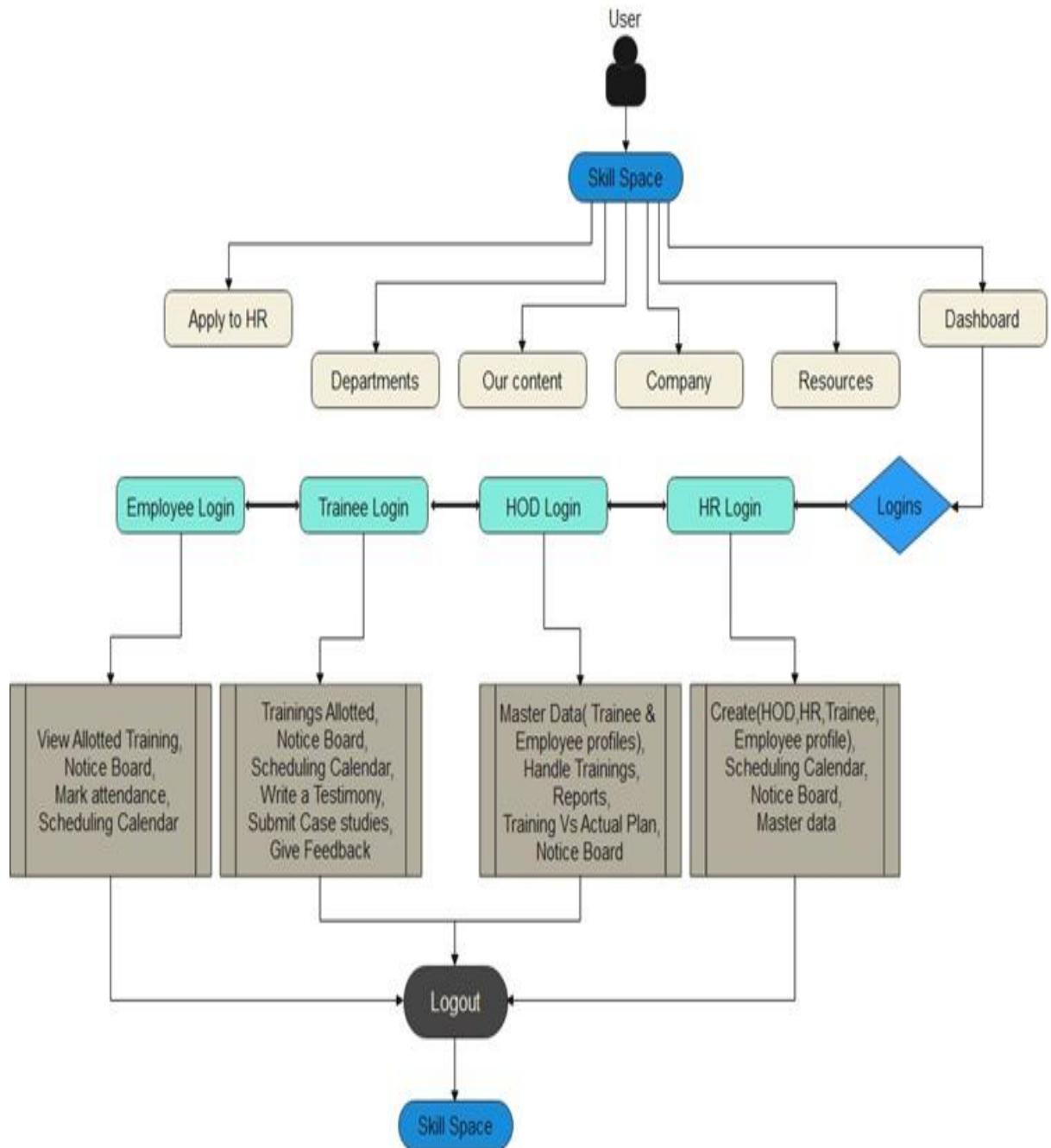


Level 2

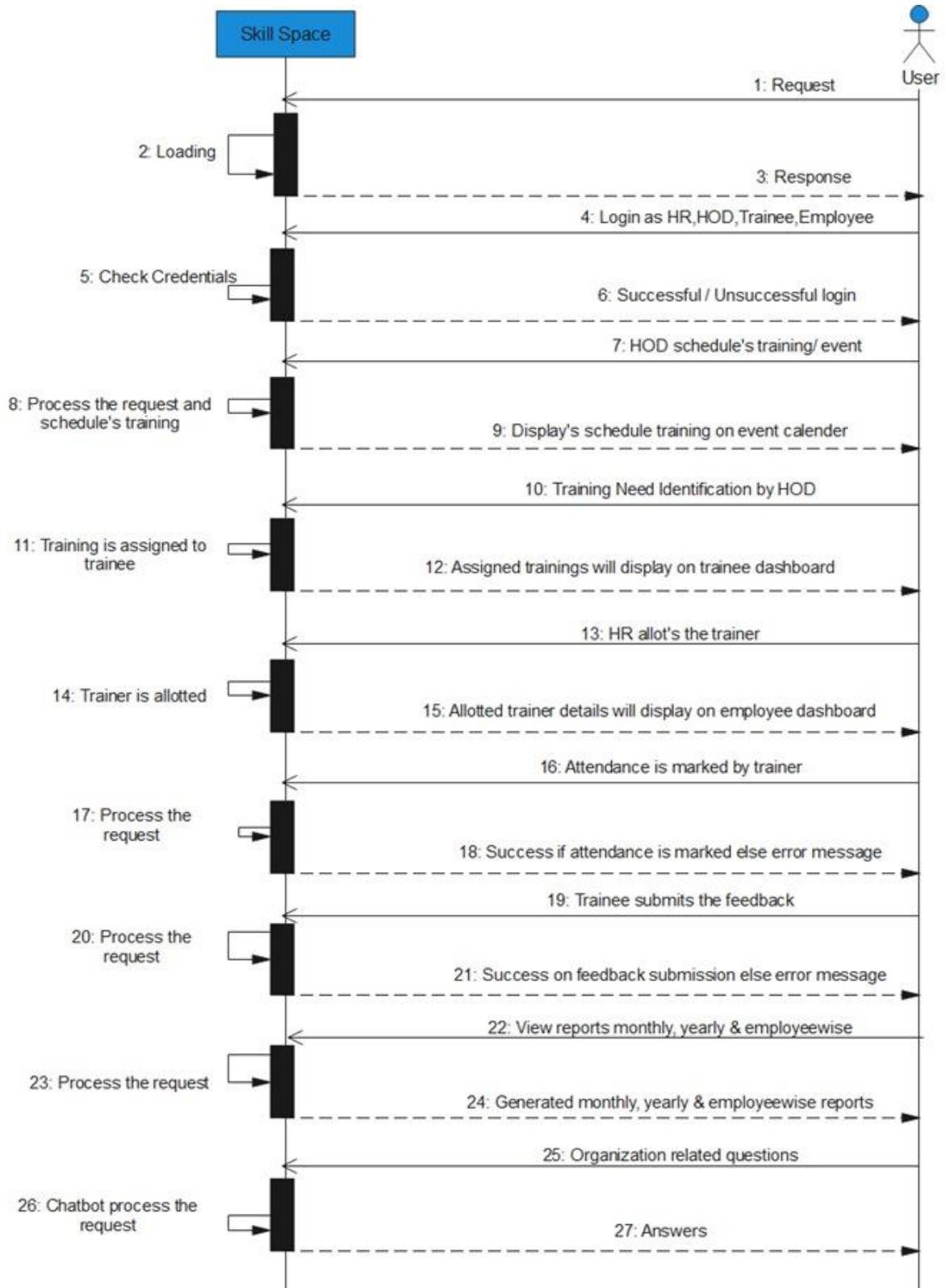
Final Year project on  
Skill Space - Training and Competency Mapping  
Level 2



## 9.6 Flow Diagram



## 9.7 Sequence Diagram



## 10. SALIENT FEATURES

1. *Effective program management* - A high quality training program starts with a person with a champion. We all call this person the program manager. An ideal training program manager is inherently curious, open minded, motivated and invested in developing employees' skills to help them reach their potential. Additionally, this person is usually tasked with marketing the training program internally, so that employees are aware of development skills include problem solving, business acumen leadership skills.
2. *Needs assessment*- A needs assessment can be conducted through research, interviews and internal surveys. At the core of any effective training program is correctly identifying who needs to be trained, and on what skills or topics. A training need is the gap between current performance and required performance.
3. *Goals and metrics*- Training is an area that can be difficult to quantify. However, when the program manager is able to determine organizational needs that are aligned with the business quantifying training becomes much easier. When developing goals, make sure metrics give the whole picture, including quantity, quality, time, cost and effectiveness.
4. *Leadership buy-in* - One of the keys to a successful training and development program, and possibly the most important, is leadership buy-in from the top down. Having leadership support helps to drive the importance of a program, assist with accountability and establish appropriate expectations. Senior leaders will want to know how the training program can impact the bottom line. So the junior leaders must be prepared when they present their ideas.
5. *Relevancy* - Providing relevant training content is key to a good training program, to ensure your learners are engaged and continue to come back for more. The content that

are presented to the employees must be applicable and timely to help them with their daily duties, expand their mind, and provide them with quick take -ways that can immediately be applied.

6. *Creativity* - Creativity can start with a program launch that has a theme – it can be as simple as a corporate university or college layout. Branding the training initiative with a logo or mascot can add a level of fun and familiarity as the program continues. Other creative ploys could include seasonal themes and contests.

7. *Marketing and communication* - Having a marketing is an integral part of the implementation and an essential component of a successful learning and development program. A successful marketing plan includes not only initial launch activities, but also strong ongoing efforts throughout the program. Any communication sent out to employees should include not only an overview and clearly defined expectations, but also how an employee what's in for them.

8. *Training reinforcement* - Training reinforcement is a series of small lessons or learning activities that support a core concept skill. By continuing to teach what was learned at a seminar or from a video, employees will not only remember more, but they will also be more likely to apply it to their everyday work.

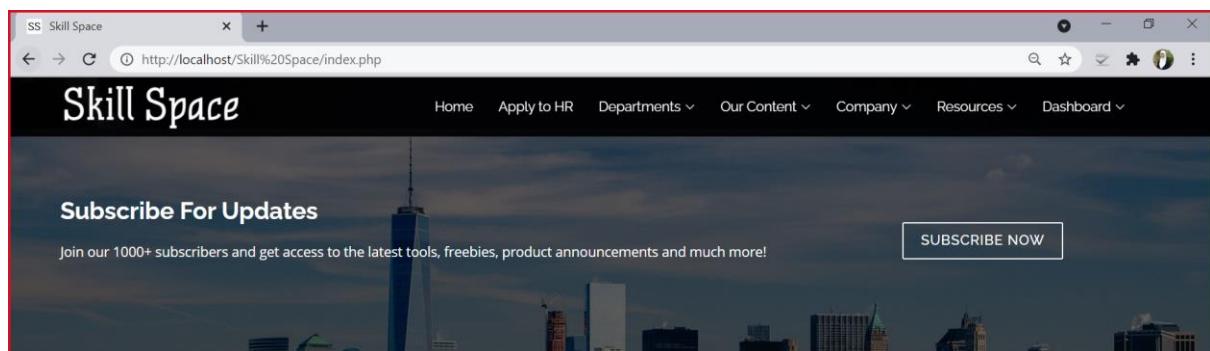
## 11. APPLICATION PREVIEW

*Homepage*



**Figure 1.1 :**

This is our index page which is index.php.



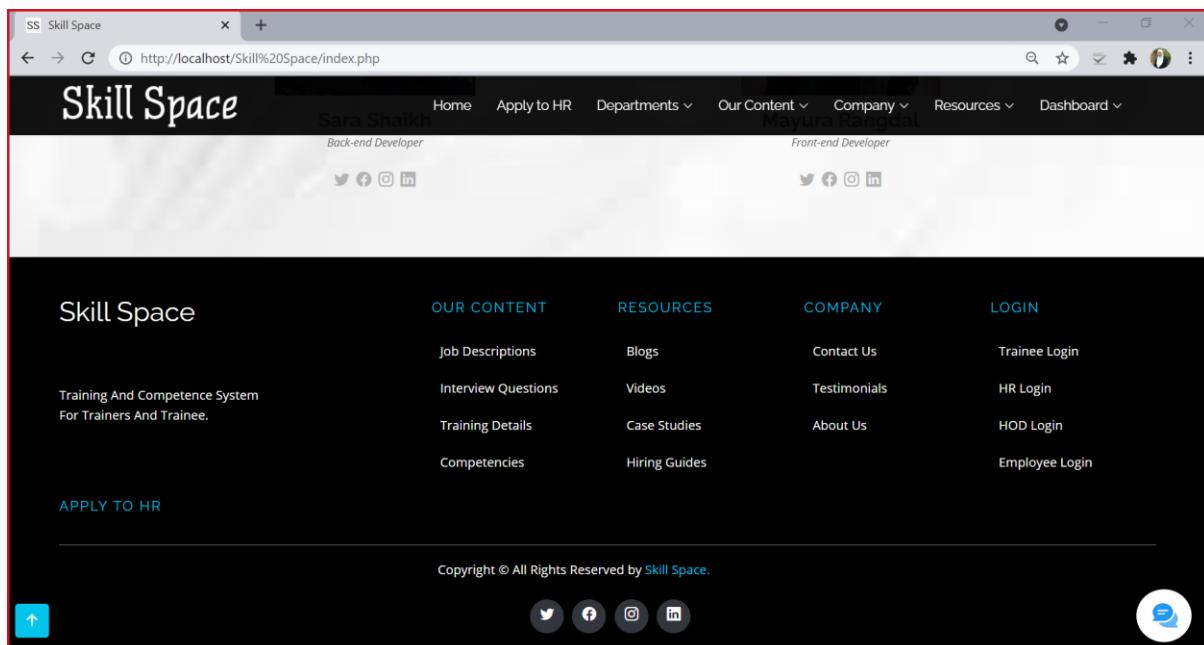
**Figure 1.2 :**

Subscription for newsletter.

The screenshot shows a web browser window with the URL <http://localhost/Skill%20Space/newsletter.php>. The page has a dark header with the logo 'Skill Space'. Below the header, there is a large white area containing the title 'NEWSLETTER SUBSCRIPTION' in bold capital letters. Underneath the title, a small line of text says 'We would love to give you updates !'. There are two input fields: one for 'Your name : ' and another for 'Your Email : '. At the bottom right of the input area is a blue button labeled 'GET SUBSCRIPTION'.

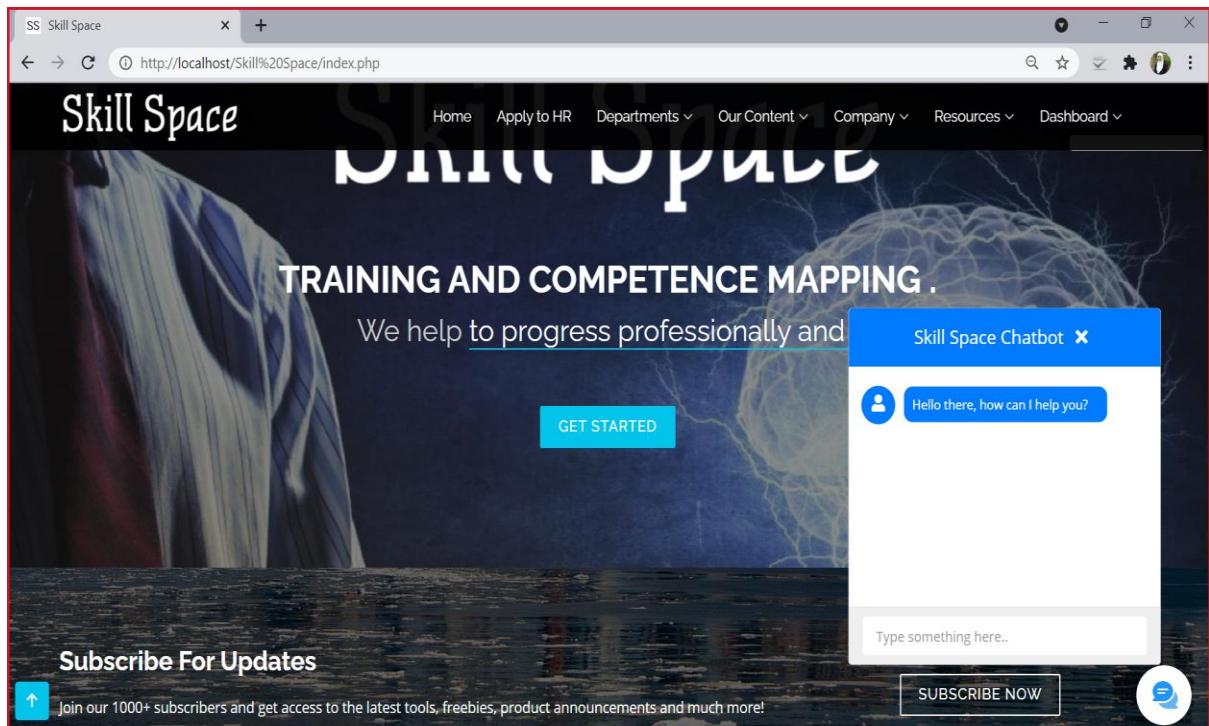
**Figure 1.3 :**

Form to accept name and email for subscription.



**Figure 1.4 :**

Here is the footer for quick links of various pages in our webapp.



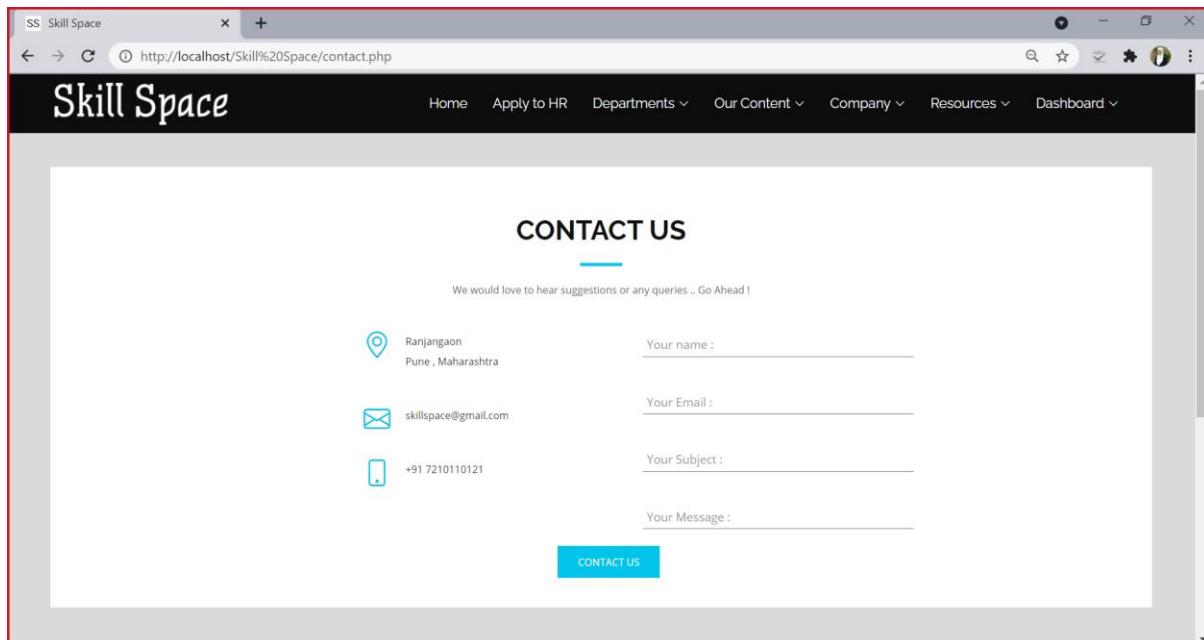
**Figure 1.5 :**

Screenshot reflects the chatbot that we developed in PHP .

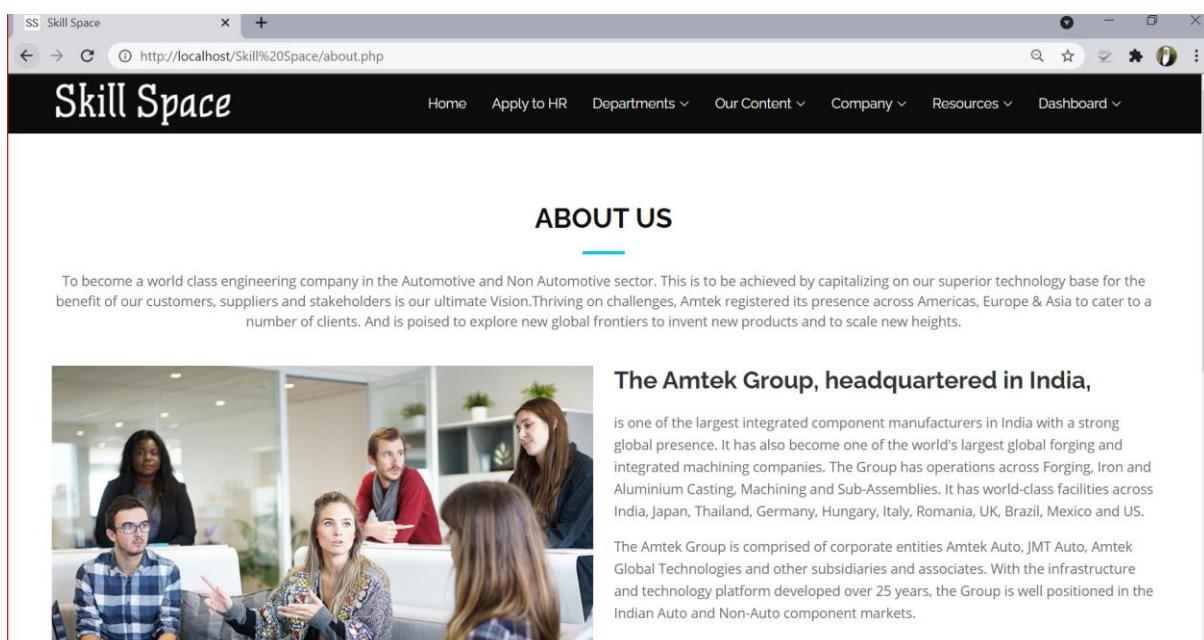
The screenshot shows a web browser window for 'Skill Space' at the URL <http://localhost/Skill%20Space/apply.php>. The page title is 'APPLY TO HR'. It contains fields for 'Your name', 'Your Email', 'Your Mobile Number', 'Your Desired Designation' (with 'General Manager' selected), 'Your Resume' (file input field showing 'Choose file | No file chosen'), and 'Your LinkedIn URL'. Below the form is a question 'Why do you want to get trained at our firm?;' and a blue 'APPLY' button.

**Figure 2 :**

The form is created to apply to HR for trainings or  
any placement related queries.

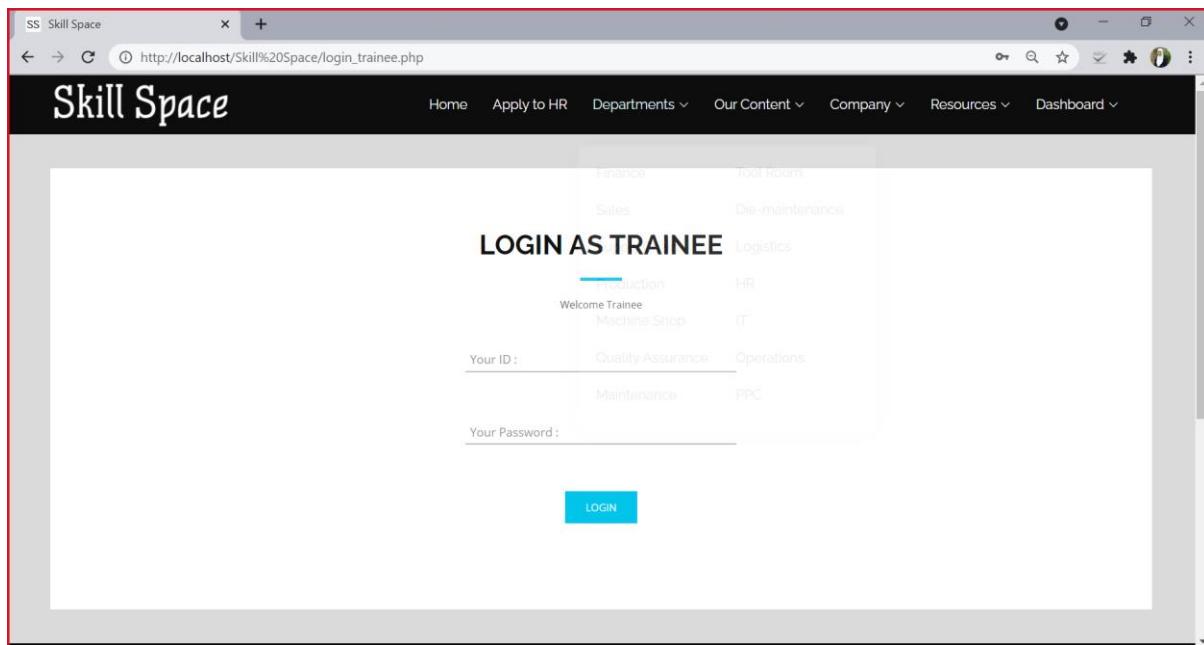


**Figure 3 :**  
Contact us page.



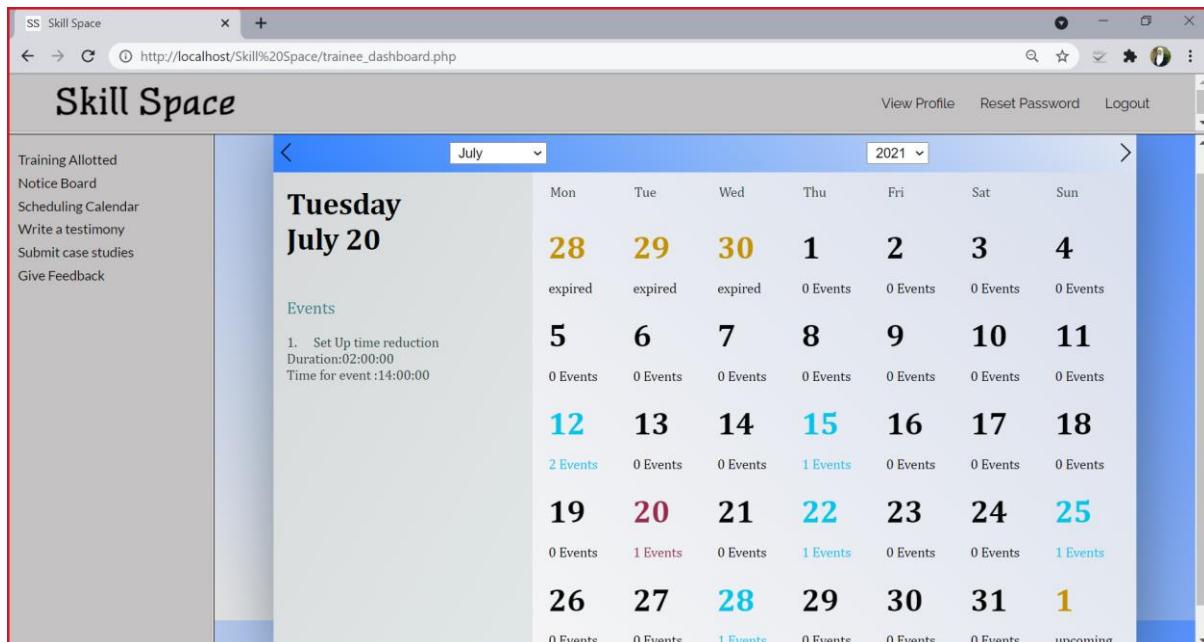
**Figure 4 :**

About us page for Amtek Auto Limited.



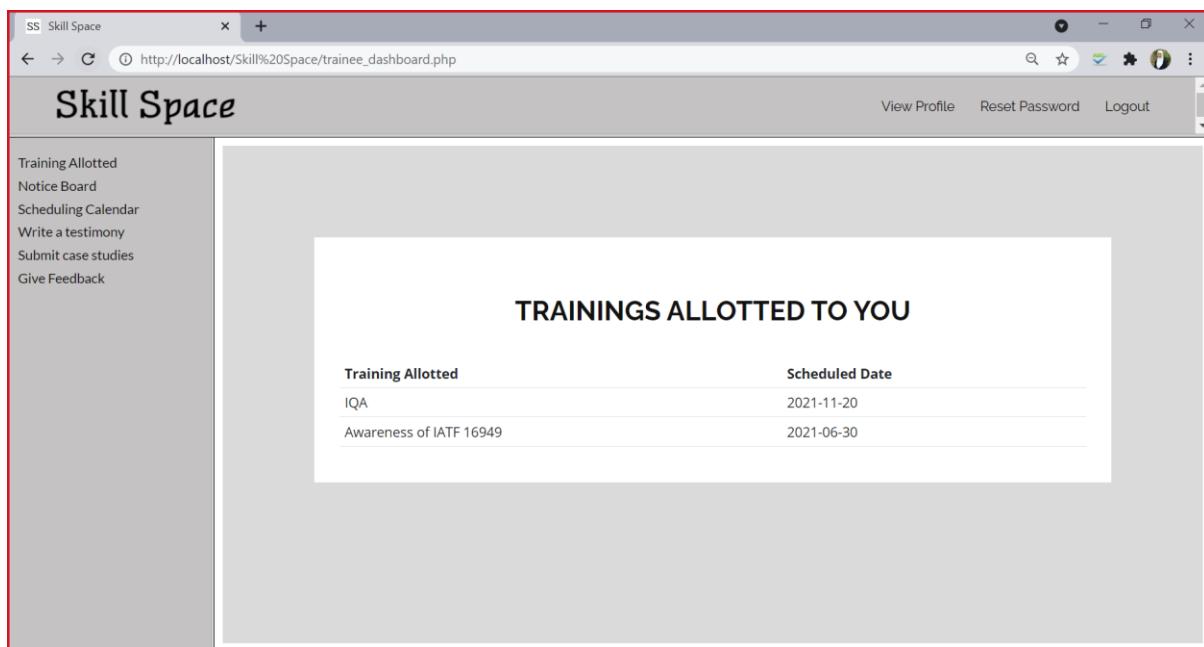
**Figure 5 :**

Login page from where the trainee can login to its dashboard.



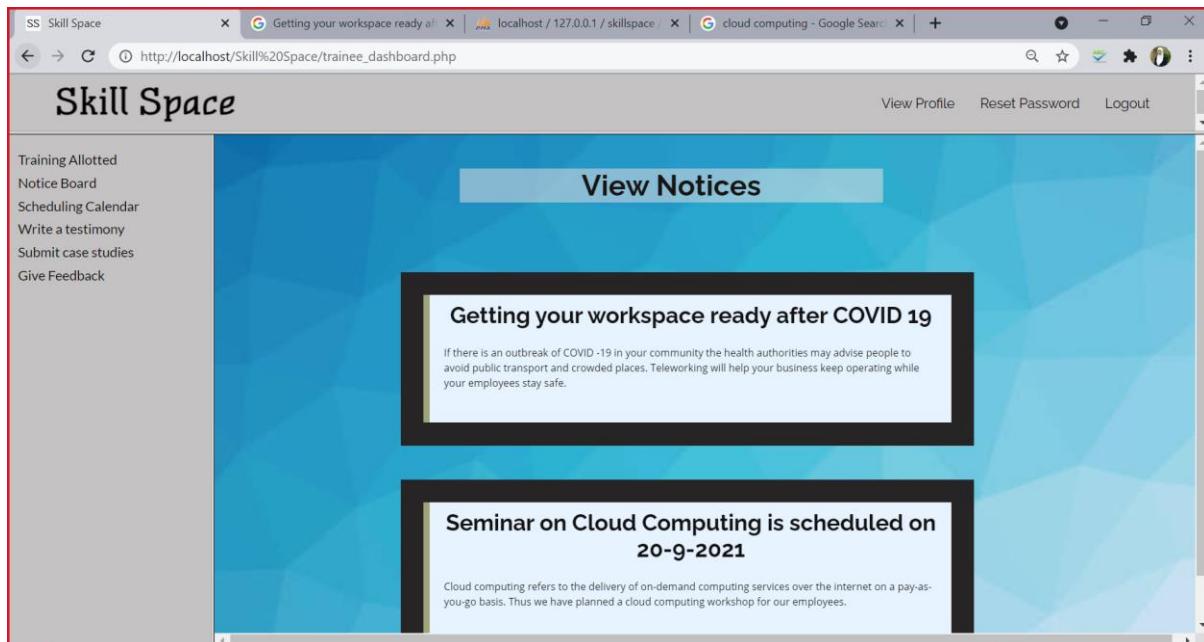
**Figure 6 :**

Screenshot of trainee dashboard after logging into his/her account.



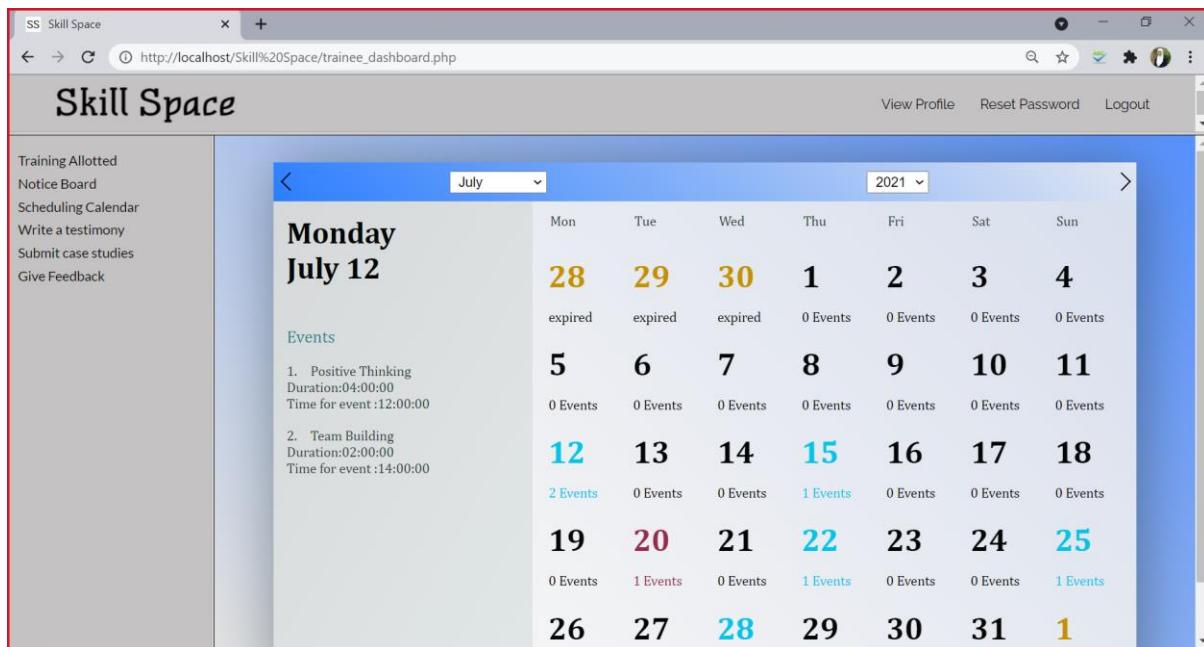
**Figure 7 :**

Training Allotted tab which displays the various trainings that are allotted to the particular trainee.



**Figure 8 :**

Notice Board tab for employees and trainees to view latest notices/news related to company.



**Figure 9 :**

Scheduling Calendar tab to view Calendar that displays the various Scheduled Events or Trainings ,their time and their duration.

**SHARE YOUR STORY WITH US.**

Its great to get acknowledged by our trainees and Employees !

Your name :  
Miss. Anjali Sharma

Your Email :  
anjali@gmail.com

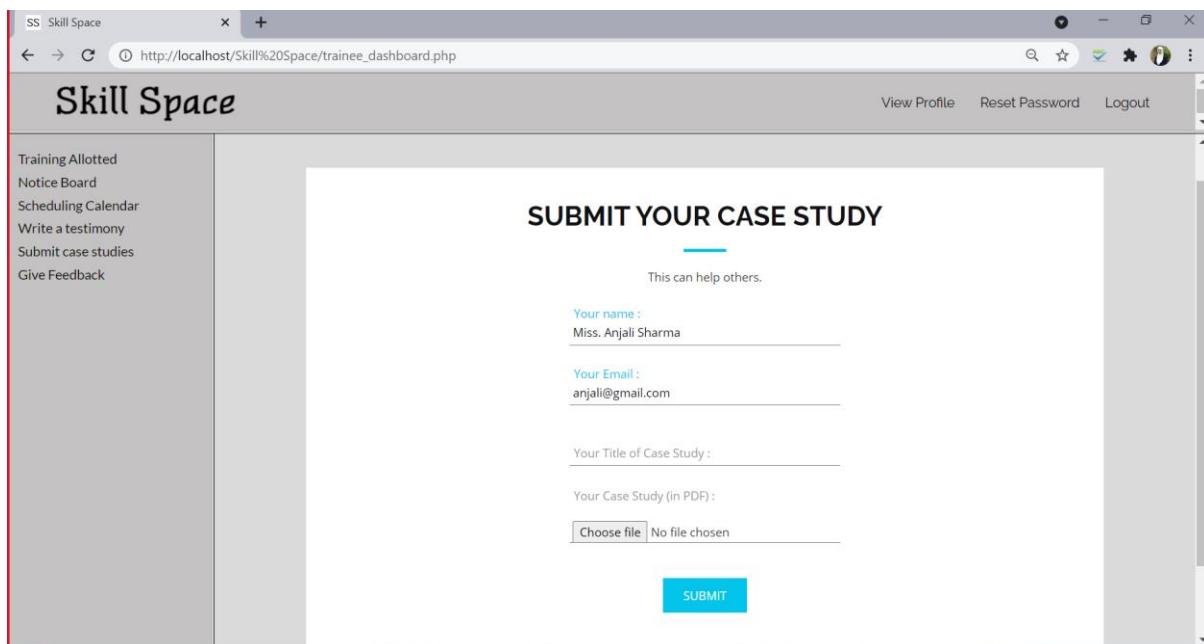
Your Reviews :

Your Photo :  
 Choose file No file chosen

**SUBMIT**

**Figure 10 :**

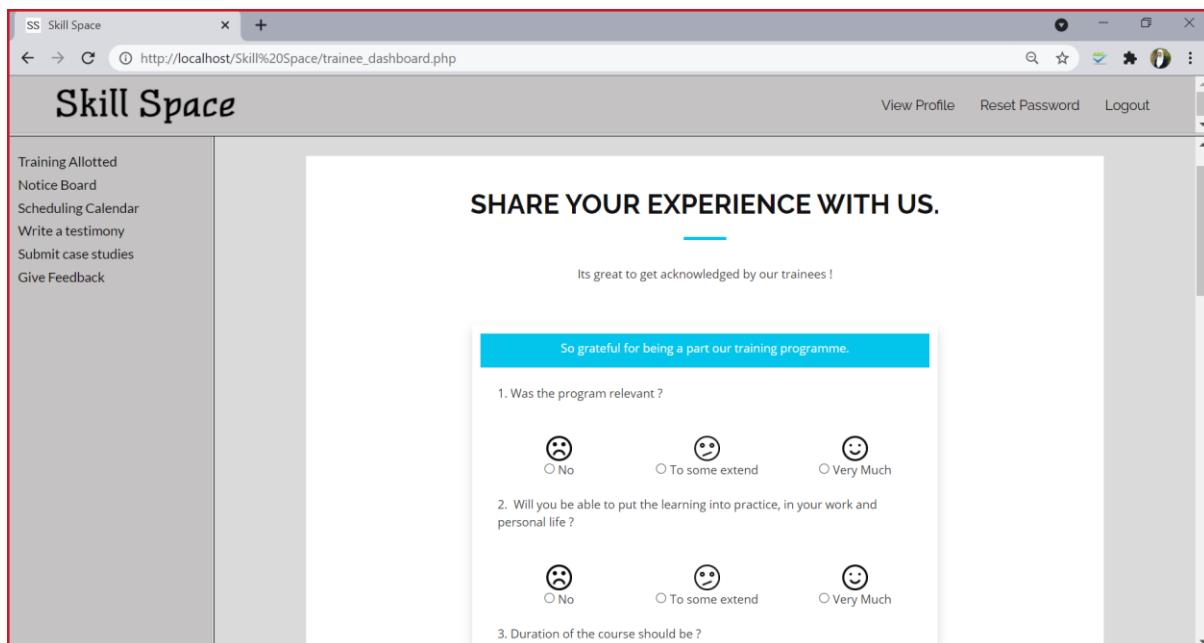
Write a testimony tab displays the form to submit a testimony.



The screenshot shows a web browser window titled 'SS Skill Space' at the URL [http://localhost/Skill%20Space/trainee\\_dashboard.php](http://localhost/Skill%20Space/trainee_dashboard.php). The main content area is titled 'SUBMIT YOUR CASE STUDY'. It includes fields for 'Your name:' (Miss. Anjali Sharma), 'Your Email:' (anjali@gmail.com), 'Your Title of Case Study:', and a file upload field for 'Your Case Study (in PDF)'. A 'SUBMIT' button is at the bottom.

**Figure 11 :**

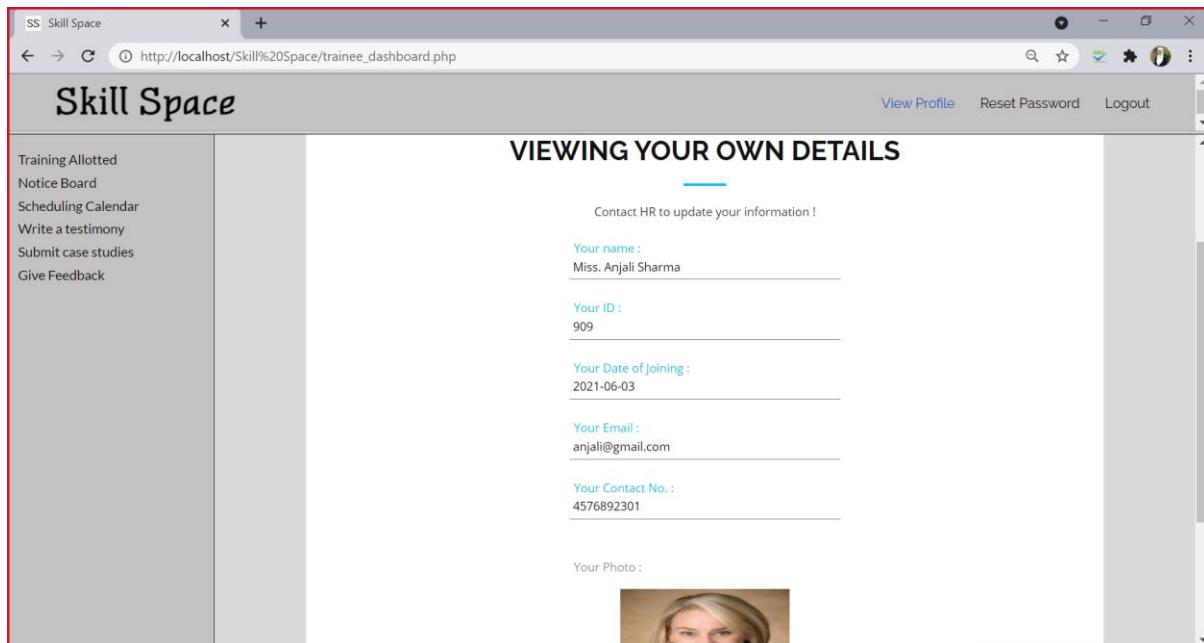
Submit case studies tab displays the form to submit case studies that the trainee makes during the training.



The screenshot shows a web browser window titled 'SS Skill Space' at the URL [http://localhost/Skill%20Space/trainee\\_dashboard.php](http://localhost/Skill%20Space/trainee_dashboard.php). The main content area is titled 'SHARE YOUR EXPERIENCE WITH US.' It includes a message 'Its great to get acknowledged by our trainees !' and a section titled 'So grateful for being a part our training programme.' with a question '1. Was the program relevant ?' followed by three smiley face rating options: 'No' (frowny), 'To some extend' (neutral), and 'Very Much' (smiley). Another section asks '2. Will you be able to put the learning into practice, in your work and personal life ?' with similar rating options. A third section asks '3. Duration of the course should be ?'.

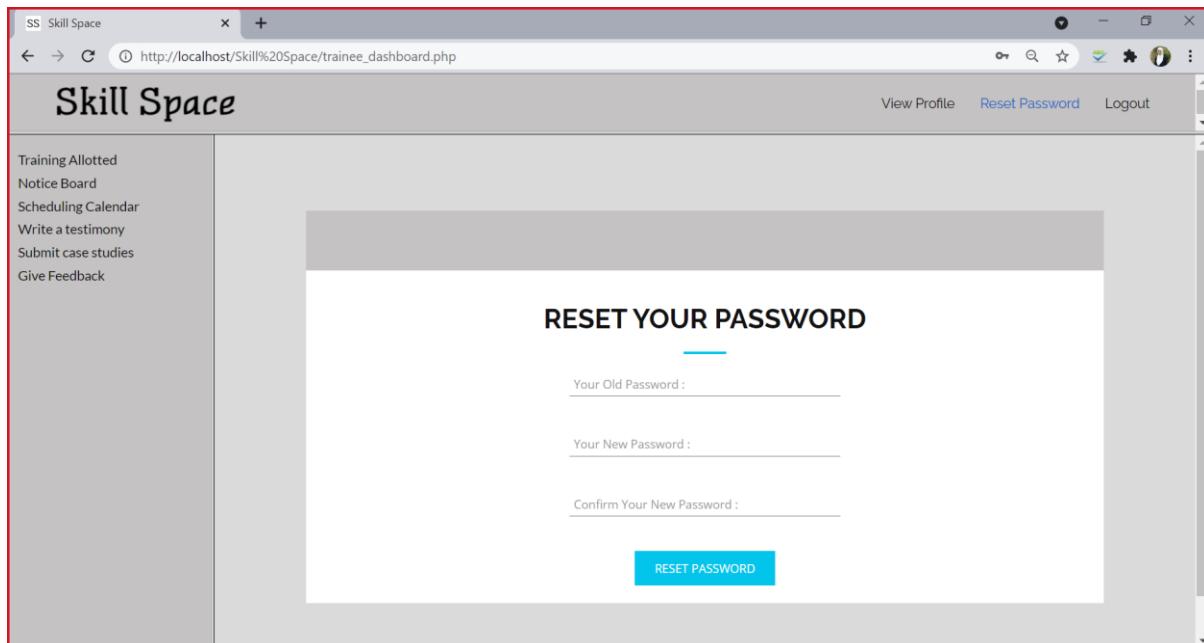
**Figure 12 :**

Give feedback tab is the feedback form to be filled by trainee.



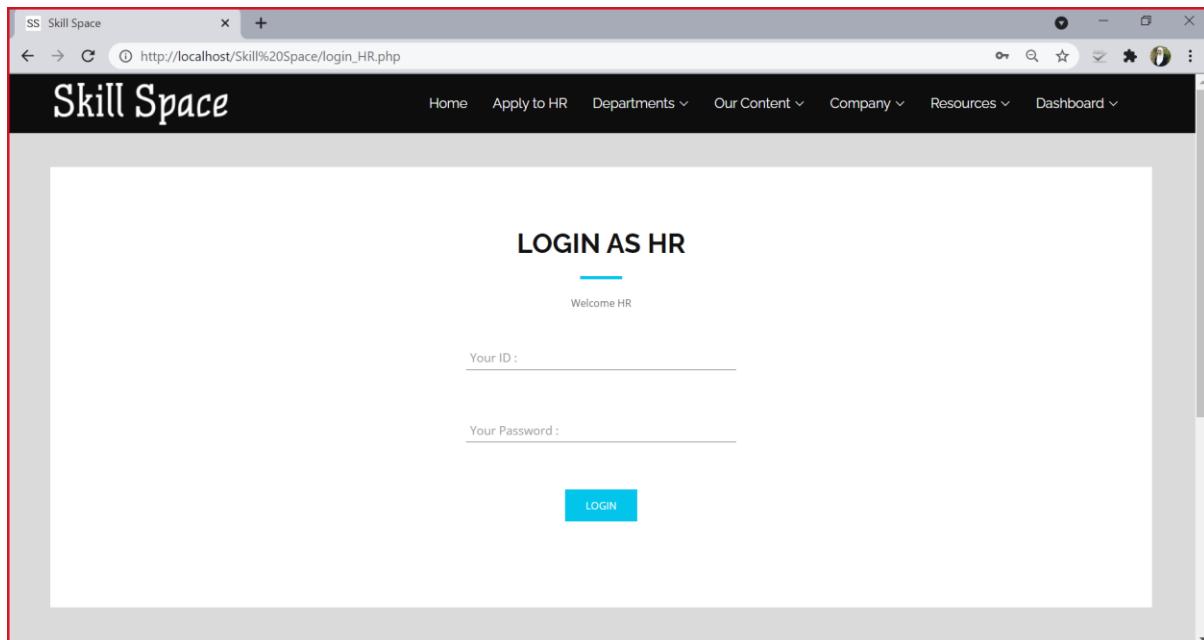
**Figure 13 :**

View Profile at the top of header allows trainee to view what details are available with the organization.



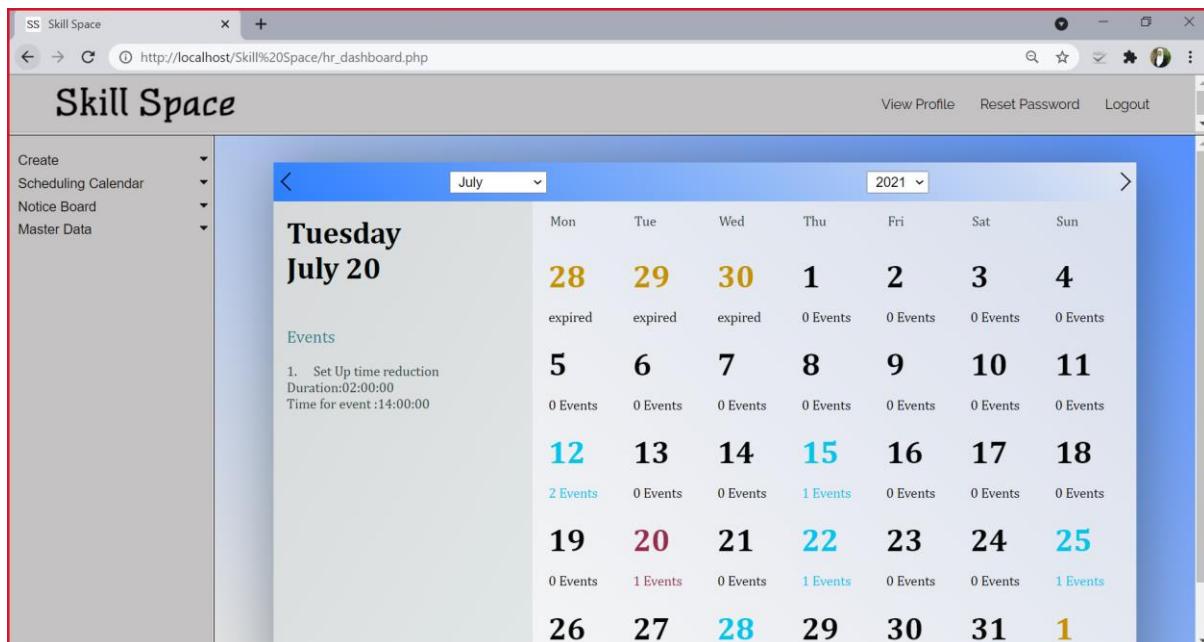
**Figure 14 :**

Reset Password option is available to trainee for resetting their password.



**Figure 15 :**

Login as HR is the login page for HR.



**Figure 16 :**

Screenshot reflects the HR dashboard.

The screenshot shows a web browser window titled 'SS Skill Space' with the URL 'http://localhost/Skill%20Space/hr\_dashboard.php'. The main content area is titled 'CREATE TRAINEE PROFILE'. On the left, there is a vertical sidebar menu with the following options: Create, Trainee Profile, HR Profile, HOD Profile, Employee Profile, Scheduling Calendar, Notice Board, and Master Data. Under 'Create', 'Trainee Profile' is selected and highlighted in grey. The main form fields include:

- Trainee's fullname : [Text input]
- Trainee's Email : [Text input]
- Trainee's ID : [Text input]
- Trainee's Mobile Number : [Text input]
- Trainee's password : [Text input]
- Trainee's Experience : [Select dropdown] (value: 0)
- Trainee's Date of Joining : (DD/MM/YYYY) [Text input] [Calendar icon]
- Trainee's Resume : [File input] (Choose file) [No file chosen]
- Employee's Department : [Text input]  
 Finance  
 Sales  
 Supply Chain  
 Production  
 Machine Shop  
 Quality Assurance  
 Maintenance  
 Tool Room
- Trainee's Photo : [File input] (Choose file) [No file chosen]
- References (if any) : [Text input]

**Figure 17 :**

Under Create, we have various tabs to create profiles of various people.

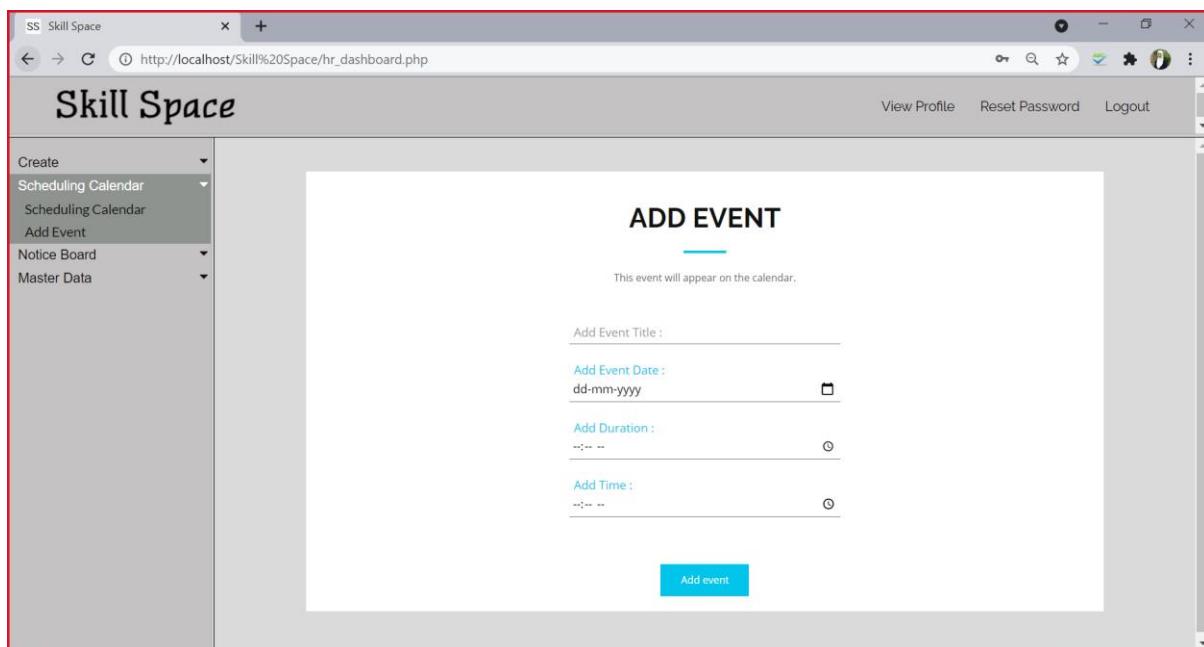
The screenshot shows a web browser window titled 'SS Skill Space' with the URL 'http://localhost/Skill%20Space/hr\_dashboard.php'. The main content area is titled 'CREATE HOD PROFILE'. On the left, there is a vertical sidebar menu with the following options: Create, Trainee Profile, HR Profile, HOD Profile, Employee Profile, Scheduling Calendar, Notice Board, and Master Data. Under 'Create', 'Employee Profile' is selected and highlighted in grey. The main form field is:

Select ID to be made as HOD :  
 42-Mr. Yogesh Jagdale

**Approve as HOD**

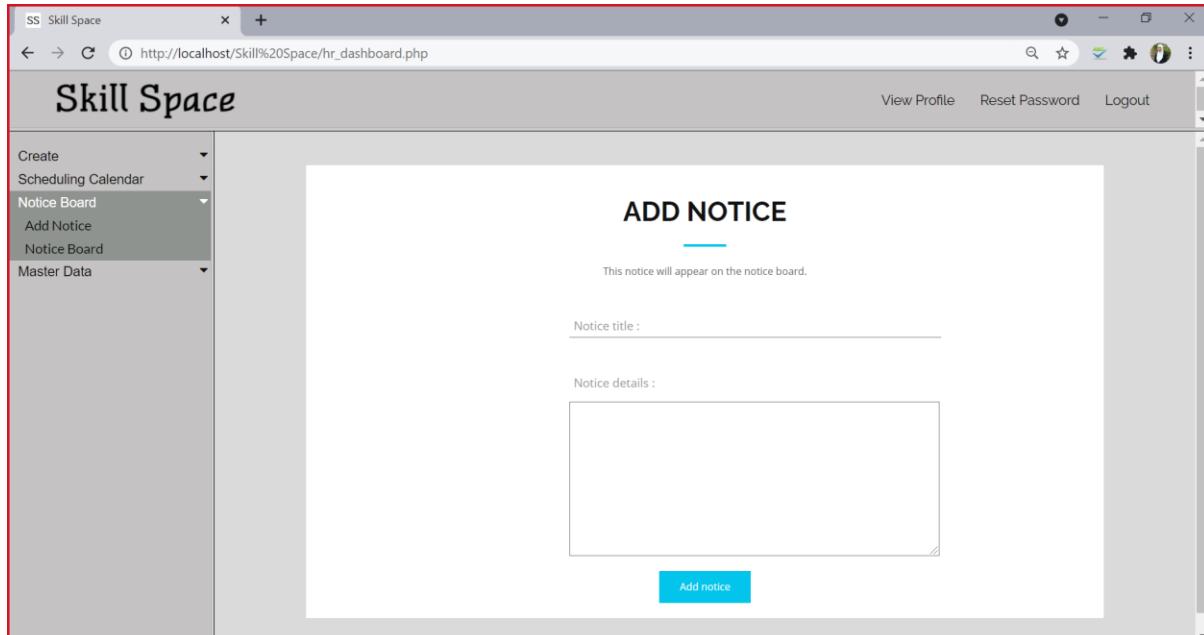
**Figure 18 :**

Under Create is creating HOD profile from already existing employees.



**Figure 19 :**

Under Scheduling Calendar, we have two options, one simply to view Scheduling calendar and another is to Add Event or Training Program onto the calendar.



**Figure 20 :**

Under Notice Board , similarly we can view and add Notices.

**EMPLOYEE MASTER**

| Photo of employee | ID | Name                       | Email                    | DOJ         | Department     | Contact No. | Designation       |
|-------------------|----|----------------------------|--------------------------|-------------|----------------|-------------|-------------------|
|                   | 42 | Mr. Yogesh Jagdale         | yogesh.jagdale@gmail.com | 2017- 02-07 | Tool Room      | 9912567654  | Associate Manager |
|                   | 56 | Mr. Umakant Padre          | uma@hotmail.com          | 2017- 02-01 | Die Maintaince | 9089786766  | Manager           |
|                   | 66 | Mr. Arun Deshmukh          | deshmukh@gmail.com       | 2010- 09-21 | HPDC           | 8978675432  | Worker            |
|                   | 74 | Mr. Ranjit V Wath          | ranjit@gmail.com         | 2018- 02-14 | Tool Room      | 8978675655  | Associate Manager |
|                   | 79 | Mr. Mahesh Kokitkar        | mahesh@gmail.com         | 2019- 09-21 | Tool Room      | 9987676766  | Associate Manager |
|                   | 80 | Mr. Bhimaji Kashinath Raut | kshainath@gmail.com      | 2019- 02-06 | Tool Room      | 9089786756  | Associate Manager |
|                   | 00 | Mr. Narender Pal Singh     | narender@gmail.com       | 2010- 09-21 | Sales          | 8099012345  | Junior Engineer   |

**Figure 21 :**

Under Master Data, we have various masters.

**Trainee Master**

| Name                       | Email                    | DOJ         | Department     | Contact No. | Designation       | Action |
|----------------------------|--------------------------|-------------|----------------|-------------|-------------------|--------|
| Mr. Yogesh Jagdale         | yogesh.jagdale@gmail.com | 2017- 02-07 | Tool Room      | 9912567654  | Associate Manager |        |
| Mr. Umakant Padre          | uma@hotmail.com          | 2017- 02-01 | Die Maintaince | 9089786766  | Manager           |        |
| Mr. Arun Deshmukh          | deshmukh@gmail.com       | 2010- 09-21 | HPDC           | 8978675432  | Worker            |        |
| Mr. Ranjit V Wath          | ranjit@gmail.com         | 2018- 02-14 | Tool Room      | 8978675655  | Associate Manager |        |
| Mr. Mahesh Kokitkar        | mahesh@gmail.com         | 2019- 09-21 | Tool Room      | 9987676766  | Associate Manager |        |
| Mr. Bhimaji Kashinath Raut | kshainath@gmail.com      | 2019- 02-06 | Tool Room      | 9089786756  | Associate Manager |        |
| Mr. Narender Pal Singh     | narender@gmail.com       | 2010- 09-21 | Sales          | 8099012345  | Junior Engineer   |        |
| Mr. Sachin Karle           | sachin.karle@gmail.com   | 2017- 09-21 | Tool Room      | 9089786700  | Associate         |        |

**Figure 22 :**

You can even Update or Delete a particular record of employee or trainee.

The screenshot shows a web browser window titled 'SS Skill Space'. The URL is [http://localhost/Skill%20Space/hr\\_dashboard.php](http://localhost/Skill%20Space/hr_dashboard.php). The page has a header with 'Skill Space' logo, 'View Profile', 'Reset Password', and 'Logout' buttons. On the left, there's a sidebar with 'Master Data' selected, showing 'Employee Master', 'Trainee Master', and 'Training Master'. A blue button '( Go Back )' is visible. The main content area is titled 'UPDATING RECORDS' and contains fields for Name (Mr. Rahul Ramesh Bora), Email (rahul.bora2@gmail.com), ID (177), Date of Joining (2018-09-21), and Mobile Number (9077665544).

**Figure 23 :**

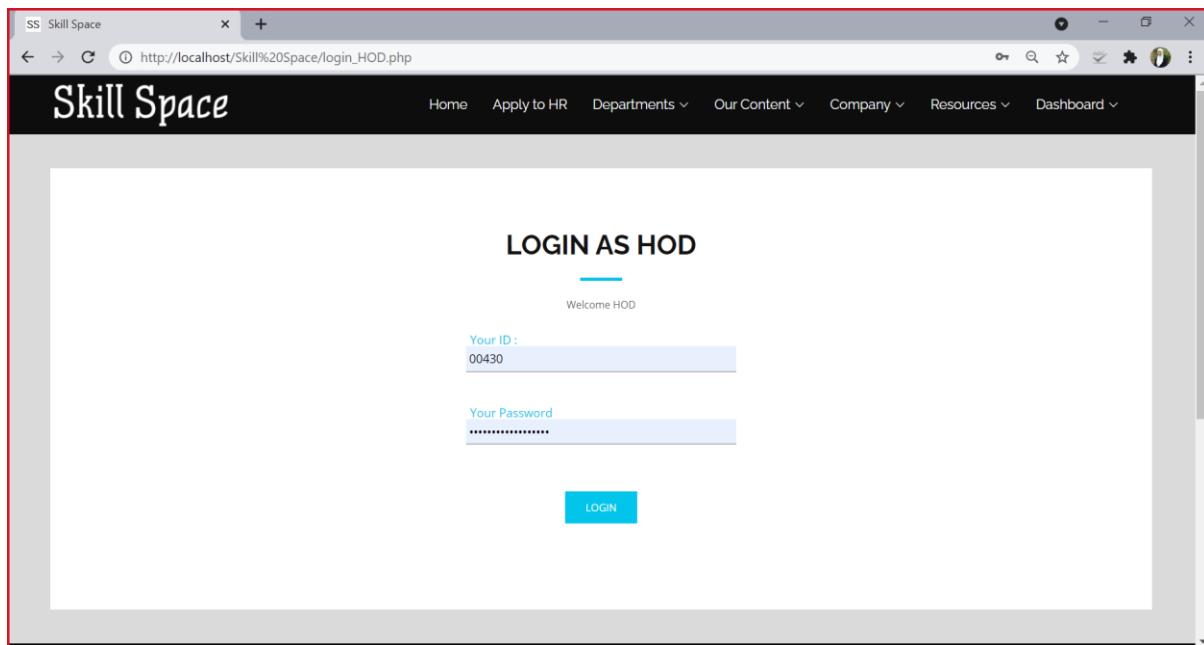
After clicking on update icon a form opens to update all details of employee or trainee except the employee or trainee ID.

The screenshot shows a web browser window titled 'SS Skill Space'. The URL is [http://localhost/Skill%20Space/hr\\_dashboard.php](http://localhost/Skill%20Space/hr_dashboard.php). The page has a header with 'Skill Space' logo, 'View Profile', 'Reset Password', and 'Logout' buttons. On the left, there's a sidebar with 'Master Data' selected, showing 'Employee Master', 'Trainee Master', and 'Training Master'. The main content area is titled 'TRAINEE MASTER' and displays a table of trainee records:

| Photo of Trainee | ID    | Name                | Email              | DOJ        | Department                | Contact No. | References | Action |
|------------------|-------|---------------------|--------------------|------------|---------------------------|-------------|------------|--------|
|                  | 909   | Miss. Anjali Sharma | anjali@gmail.com   | 2021-06-03 | Finance,Sales             | 4576892301  | MMMMMM     |        |
|                  | 1010  | Miss Rosy           | rosy@gmail.com     | 2021-02-09 | Sales,Supply Chain,IT     | 9988776655  | MMMMMM     |        |
|                  | 10110 | Miss. Kashmira      | kashmira@gmail.com | 2021-06-29 | Machine Shop,Maintainance | 7210100990  | LLLX SARA  |        |

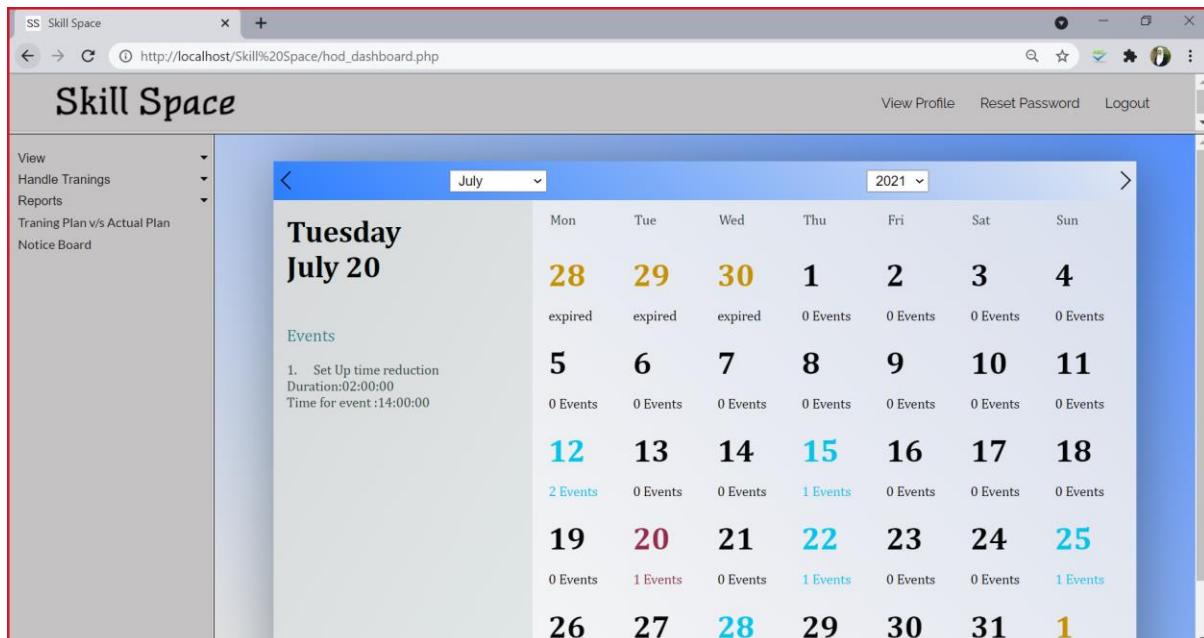
**Figure 24 :**

Similarly, this is Trainee Master.



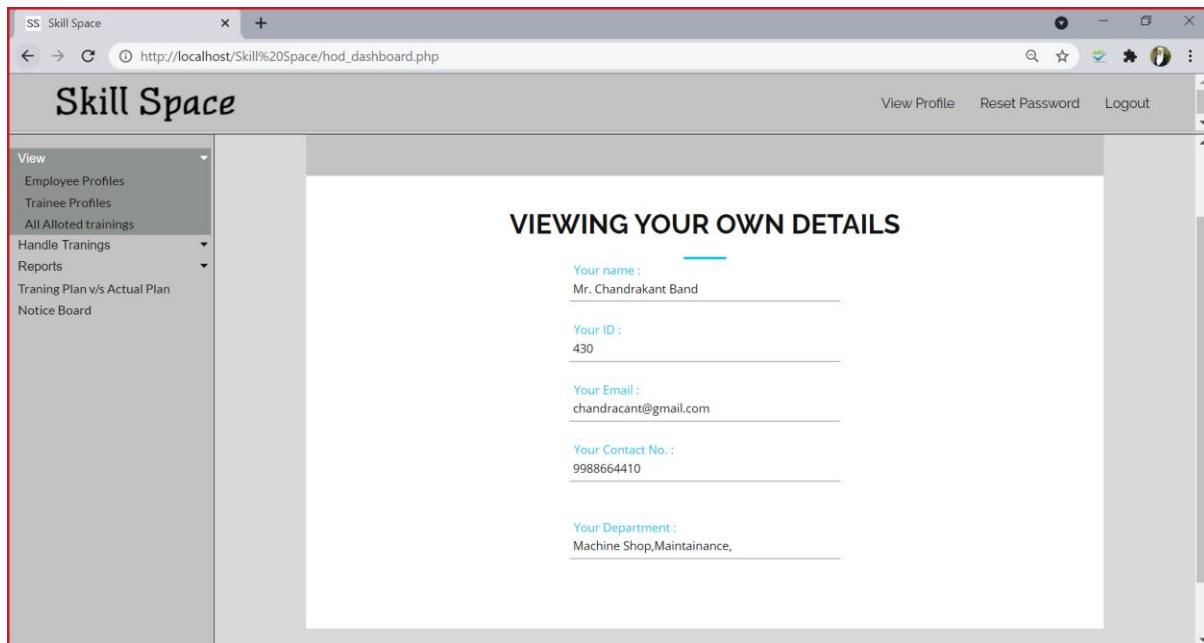
**Figure 25 :**

Login as HOD is the login page for HOD login.



**Figure 26 :**

The screenshot mirrors the HOD Dashboard.



**Figure 27 :**

View Profile for HOD includes his/her details and their departments.

The screenshot shows a web browser window titled 'SS Skill Space' with the URL 'http://localhost/Skill%20Space/hod\_dashboard.php'. The main content area is titled 'EMPLOYEES OF YOUR DEPARTMENT' and displays a table of employee profiles:

| Photo of employee | ID  | Name                      | Email                     | DOJ        | Department   | Contact No. | Designation       |
|-------------------|-----|---------------------------|---------------------------|------------|--------------|-------------|-------------------|
|                   | 213 | Mr. Swapnil Pratap Dalavi | swapnil@gmail.com         | 2010-01-05 | Machine Shop | 9089776655  | Worker            |
|                   | 289 | Mr. Prabhakar Vibhuti     | prabhakar@redifmail.com   | 2017-01-01 | Maintainance | 9087654321  | Worker            |
|                   | 296 | Mr. Sharad Narayan Mane   | mane.sharad@redifmail.com | 2015-02-03 | Maintainance | 8876509001  | Worker            |
|                   | 350 | Mr. Ajay Aslekar          | ajay@gmail.com            | 2020-01-28 | Maintainance | 8876101010  | Associate Manager |
|                   | 363 | Mr. Samadhan              | kolhe@gmail.com           | 2010-09-21 | Machine Shop | 8980909010  | Worker            |

**Figure 28 :**

Under View, HOD can view various profiles as shown above and also all the allotted trainings till date.

**ALL ALLOTTED TRAININGS**

| Employee as Trainer        | Title                            | Training Allotted             | Date       | Duration of Training | Time     |
|----------------------------|----------------------------------|-------------------------------|------------|----------------------|----------|
| Mr. Sunil Mane             | Testing 1                        | Personality Development       | 2021-08-08 | 19:27:00             | 10:00:00 |
| Mr. Krishna Bhaskar Desale | Scheduled for better performance | Awareness of IATF 16949       | 2021-06-30 | 23:49:00             | 23:50:00 |
| Mr. Prabhakar Vibhuti      | Reports are necessary            | IQA                           | 2021-09-21 | 23:51:00             | 23:53:00 |
| Mr. Milind Kumar Sarawade  | Reports are mandatory            | Magma Simulation              | 2021-08-01 | 12:34:00             | 04:30:00 |
| Mr. Rahul Ramdas Thube     | All is well                      | Personality Development       | 2021-09-21 | 02:01:00             | 14:01:00 |
| Mr. Irfan Shafi Shaikh     | Take precautions                 | Fire Fighting & Demonstration | 2021-09-21 | 17:22:00             | 13:00:00 |
| Mr. Balaso Kapare          | Training is compulsory           | Personality Development       | 2021-11-20 | 12:47:00             | 12:48:00 |
| Mr. Narendar Pal Singh     | ABC                              | Awareness of IATF 16949       | 2020-09-22 | 00:05:00             | 22:06:00 |

**Figure 29 :**

All Allotted Trainings are displayed.

**TRAINING NEED IDENTIFICATION**

Select Trainee :  
42 -Mr. Yogesh Jagdale

Trainings :

- Awareness of IATF 16949
- APQP
- PPAP
- SPC
- MSA
- PFMEA
- IQA
- 6S
- Kalzen
- Supplier improvement matrix & MMOG
- Set Up time reduction
- Awareness of ISO 14001 & ISO 45001
- Awareness of Aspect/Impact and Hazard/ Risk
- Fire Fighting & Demonstration
- Industrial Safety & Environmental Awareness
- Internal Auditor - EOHS
- First Aid & Health awareness
- Personality Development
- Positive Thinking

**Figure 30 :**

Under Handle Trainings, Training needs Identification is done to allot or assign a training to the employee or trainee.

The screenshot shows a web browser window for 'Skill Space' at the URL [http://localhost/Skill%20Space/hod\\_dashboard.php](http://localhost/Skill%20Space/hod_dashboard.php). The page title is 'Skill Space'. In the top right corner, there are links for 'View Profile', 'Reset Password', and 'Logout'. On the left, a vertical sidebar menu under 'Handle Trainings' includes 'Training Needs Identification', 'Schedule a training', 'Scheduling Calendar', and 'Reports'. Under 'Reports', there are 'Training Plan v/s Actual Plan' and 'Notice Board'. The main content area is titled 'SCHEDULE A TRAINING'. It contains several input fields: 'Select Employee : 42 -Mr. Yogesh Jagdale', 'Training Title : \_\_\_\_\_', 'Select training programme : Awareness of IATF 16949', 'Set Training Date : dd-mm-yyyy', 'Duration : --::-- :: --::--', and 'Set Time : --::-- :: --::--'. At the bottom is a blue 'Schedule Training' button.

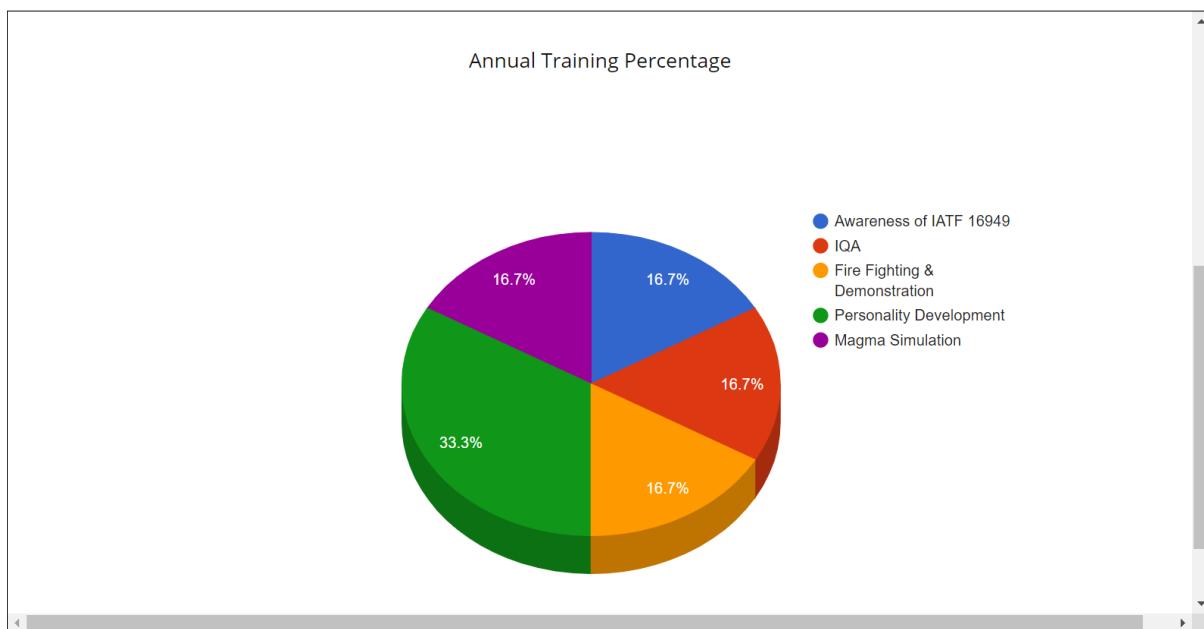
**Figure 31 :**

Under Handle Trainings, Schedule a training tab assigns trainer for a particular training programme.

The screenshot shows a web browser window for 'Skill Space' at the URL [http://localhost/Skill%20Space/hod\\_dashboard.php](http://localhost/Skill%20Space/hod_dashboard.php). The page title is 'Skill Space'. In the top right corner, there are links for 'View Profile', 'Reset Password', and 'Logout'. On the left, a vertical sidebar menu under 'Reports' includes 'Yearly Training Report', 'Monthly Training Report', 'Employee wise Yearly Report', 'Training Plan v/s Actual Plan', and 'Notice Board'. The main content area is titled 'YEARLY TRAININGS PLANNING REPORTS'. It includes a note 'Diagrammatical representation in the form of Pie-Chart'. Below is a form with a dropdown 'Select Year : 2013' and a blue 'Generate Report' button. At the bottom, it says 'Annual Training Percentage'.

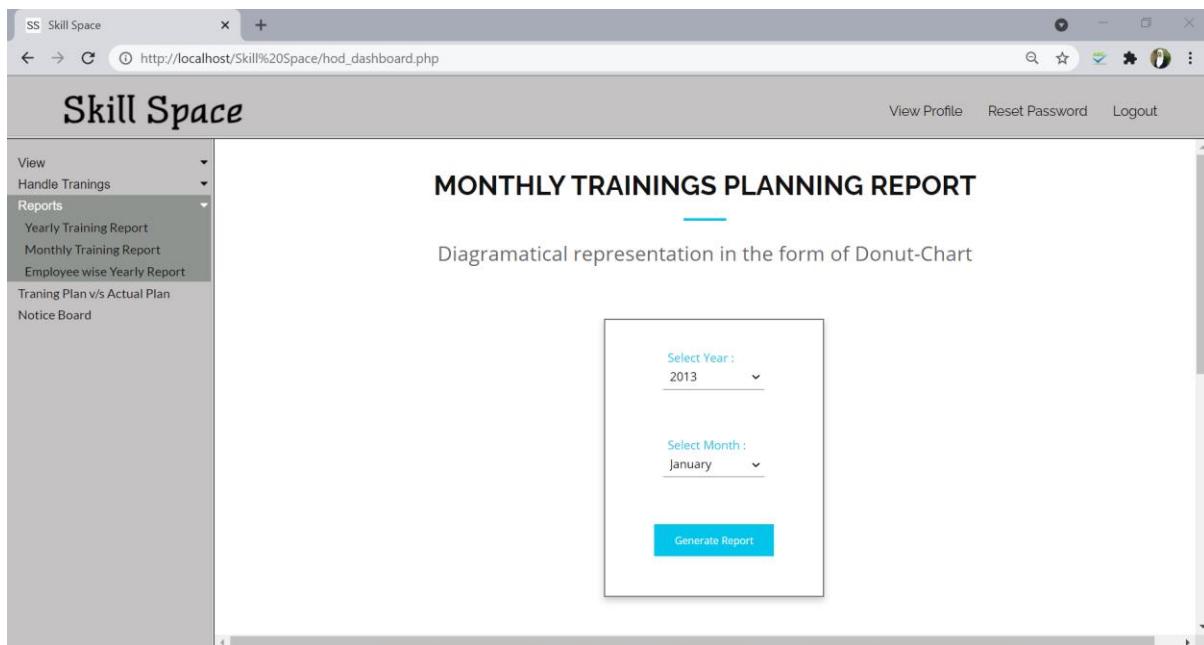
**Figure 32 :**

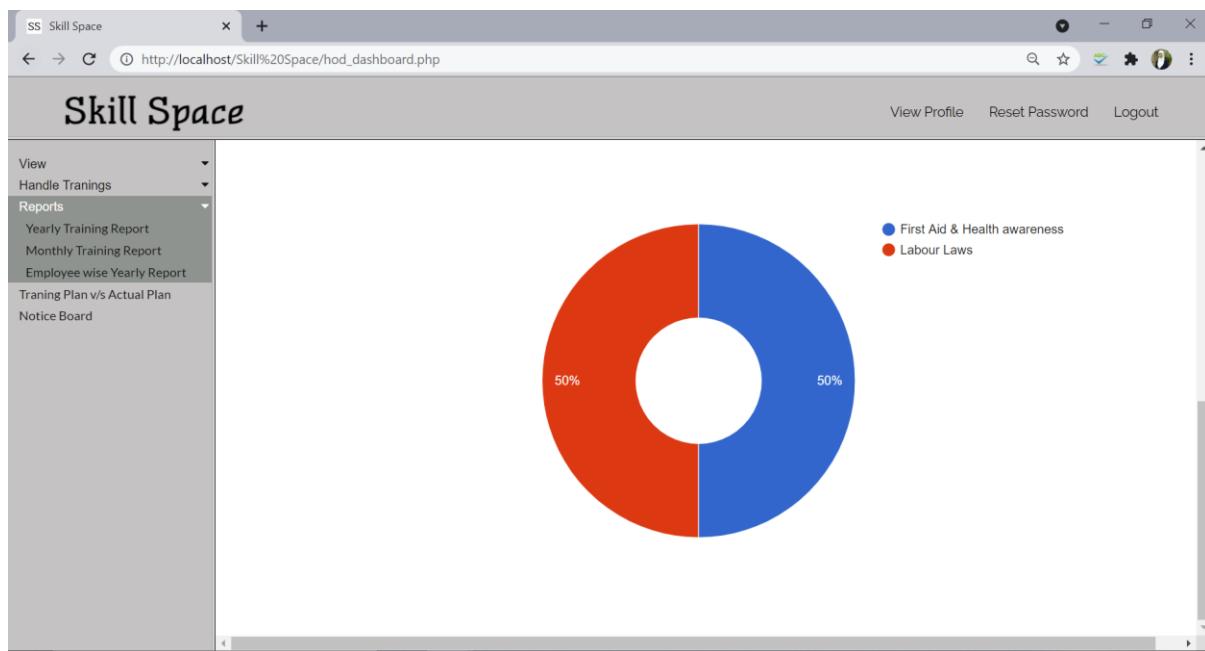
Under Reports, Yearly Training Report is a tab which generates Yearly Training Report by selecting a particular year.



**Figure 33 :**

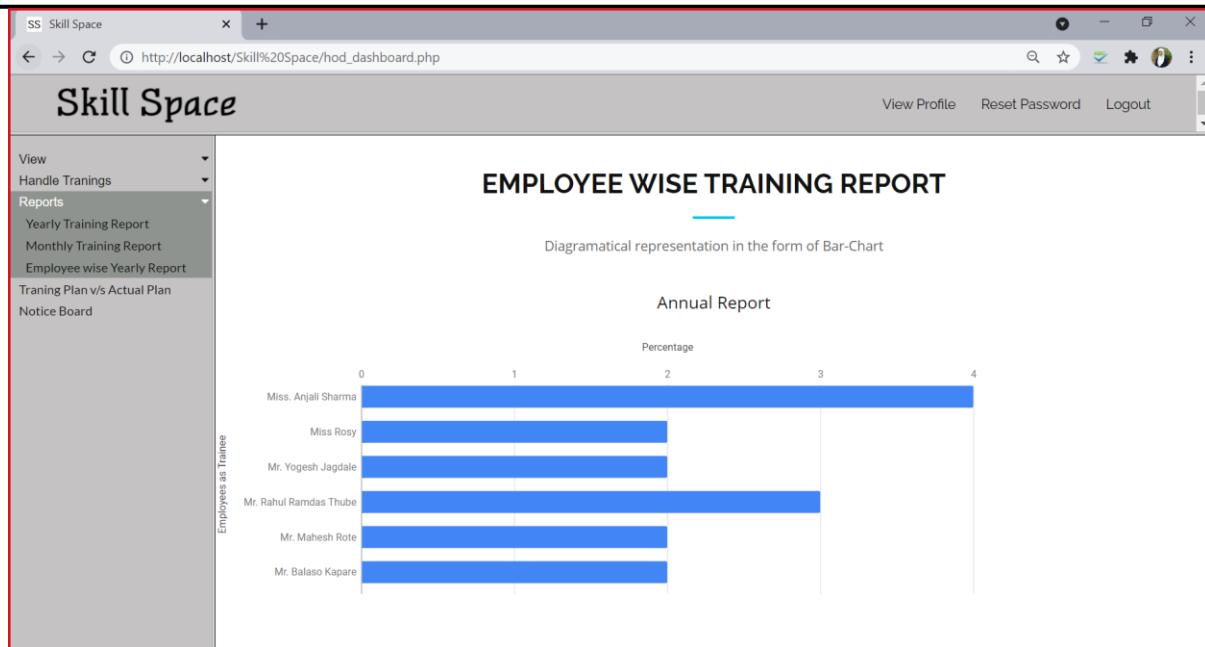
By selecting 2021, the pie-chart is generated depending on various trainings conducted in that specific year.





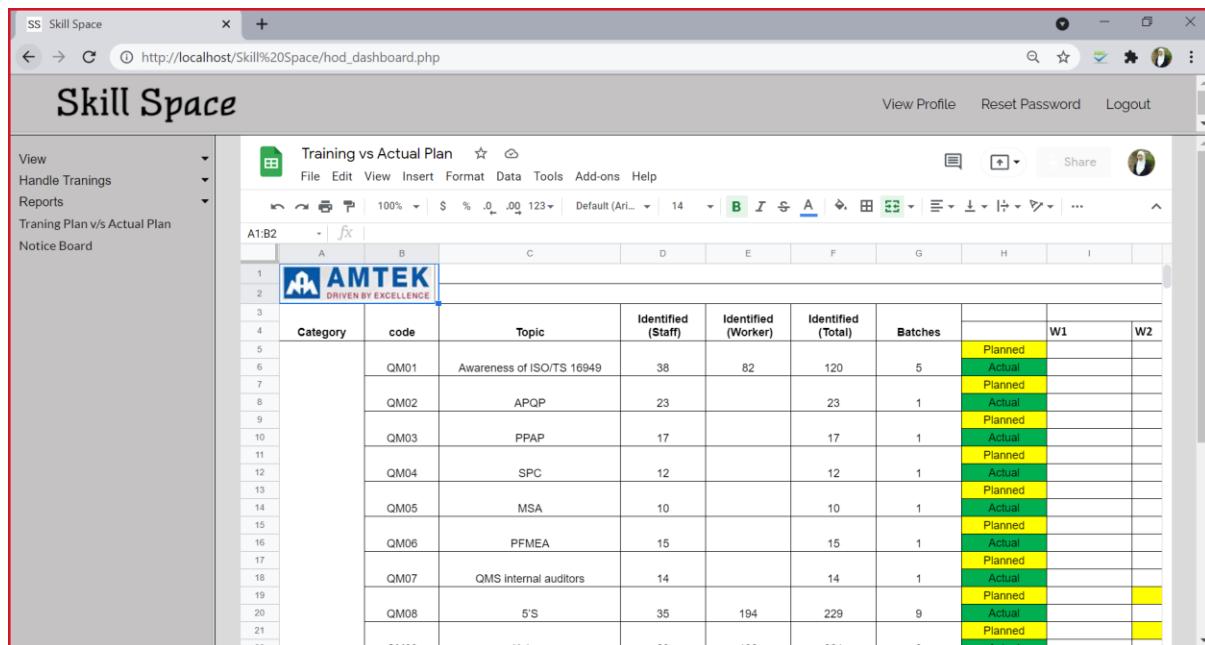
**Figure 34 :**

Under Reports, Monthly Training Report is a tab which generates Monthly Training Report by selecting a particular year and a particular month.



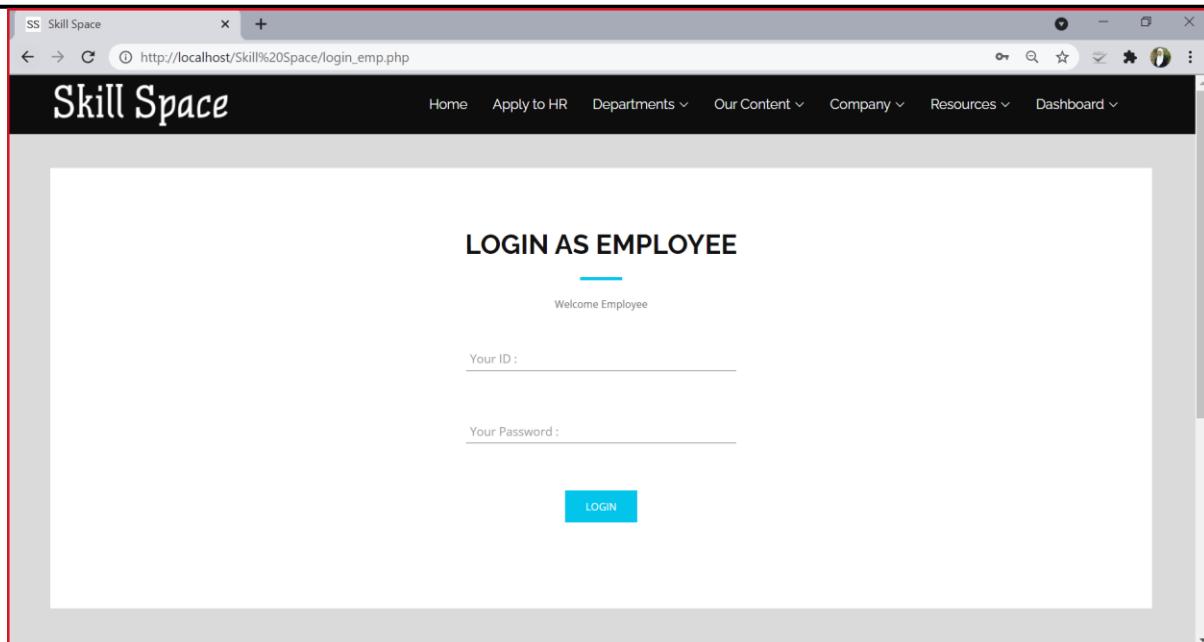
**Figure 35 :**

Under Reports, Employee-Wise Training Report is a tab which generates horizontal bar chart i.e Employee-wise Training Report .

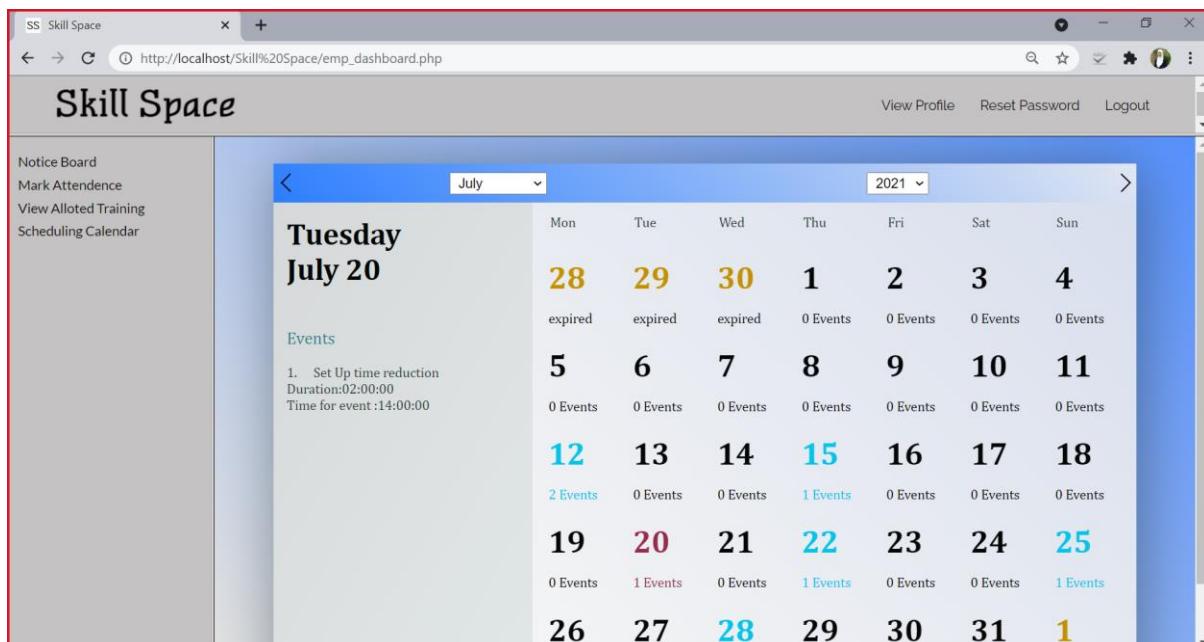


**Figure 36 :**

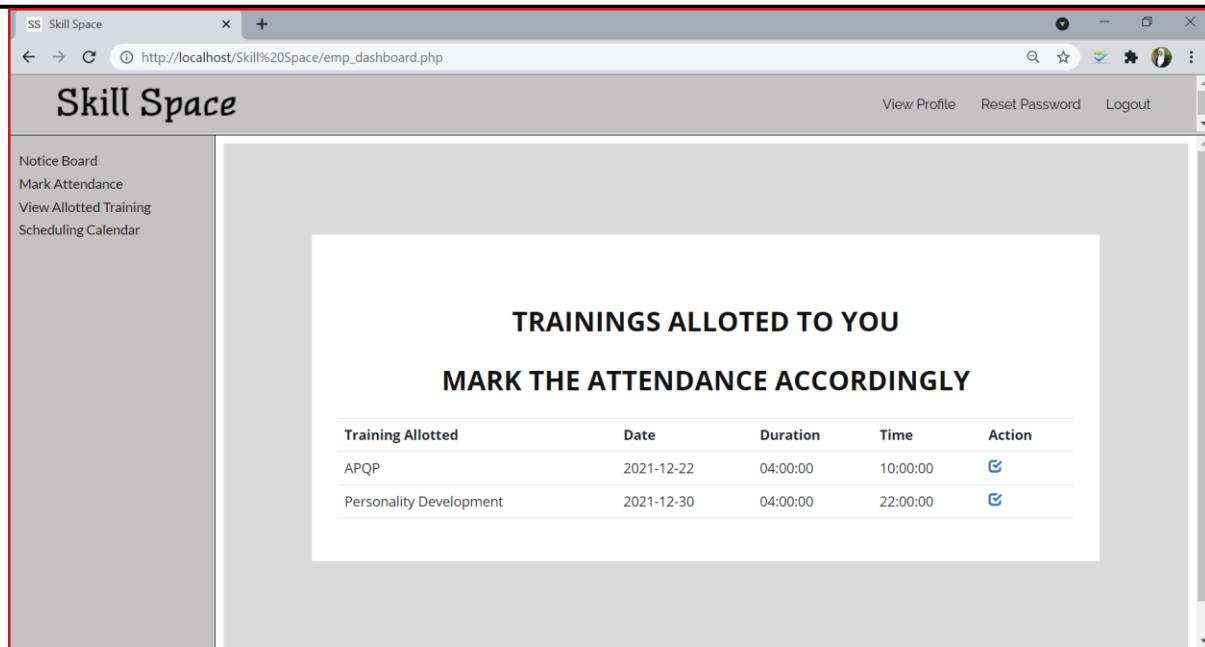
Training Plan vs. Actual Plan is an excel sheet that includes whether a training was completed on time or not.



**Figure 37 :**  
Login page for Employee Login.

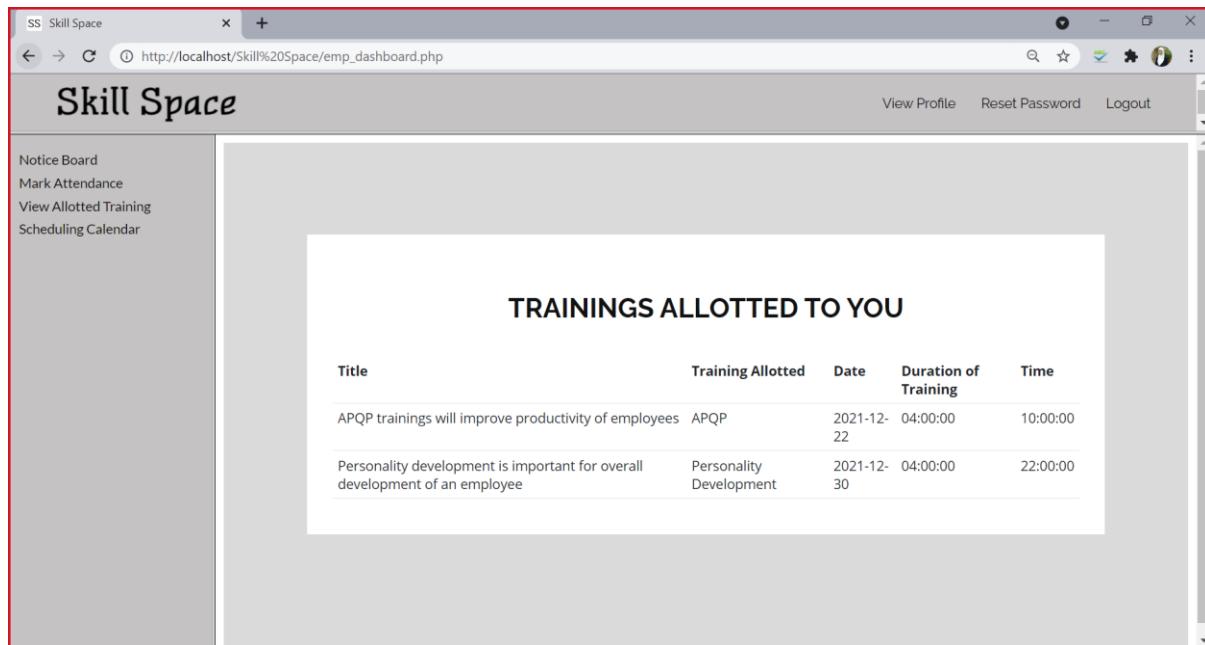


**Figure 38 :**  
After successful login, Employee dashboard appears.



**Figure 39 :**

Mark Attendance is a tab to mark attendance of the employees or trainings .



**Figure 40 :**

View Allotted Training in employee dashboard is for employees to view the trainings that they will mentor.

## **12. FUTURE PROSPECT**

With new advances in artificial intelligence (AI), augmented reality (AR), virtual reality (VR) and machine learning, technology is transforming the training industry at an accelerated pace. In the future, we could implement a skill matrix with the help of Artificial Intelligence and Machine Learning that would be useful to evaluate the knowledge and capabilities of an employee. Constant analysis would help the company reach heights.

Recommendation Engines can be used to fascinate the employees to increase their skills by providing related training programmes based on their activity and interests. Hardware related trainings can be imparted through virtual softwares thereby reducing the cost of heavy instruments.

Hence, Skill Space will provide a platform for the trainees and trainers to place all training requirements and skill evaluation into one place, rather than working across multiple places. Skill Space can become the best suite to for the administrator to hold the entire management records of trainees.

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