



CATCH THEM YOUNG & TRAIN THEM

As the editor of the journal, it has become quite usual for me to receive frequent enquiries and calls from our corporate and individual members and also from many organizations and individuals who are not members of the institute. While majority of such enquiries are from authors desirous of sending their papers for publication in the journal, quite a lot of people enquire whether we can help them in head hunting for their need of qualified & experienced personnel in manufacturing, sales, marketing & technical support services related to welding products marketing.

What emerges clearly from these enquiries is the fact that there is a definite shortage of trained manpower in this area, which certainly deserves attention.

With the advancement of welding technology and progressive introduction of new generation welding and cutting equipment and consumables, the requirement of knowledge base of the prospective personnel to be inducted in sales, marketing and technical services of Welding products has also gone up considerably. As is well known, welding is truly a multi disciplinary technology involving knowledge on basic sciences like physics, chemistry, mathematics as well as bits of metallurgy, electrical engineering, electronics and computer science.

Further, the domain of welding products manufacturing industry has not remained confined to big names only and a huge number of small & medium size manufacturers have successfully developed niche, localized or industry specific customer bases.

In earlier days the big names in welding product manufacturers had the policy of recruiting trainees periodically and imparting intensive training covering both theoretical and practical lessons in technology, application, usage aspects and trouble shooting in addition to lessons on selling skills.

However the present trend seems to be to look for experienced hands only at a higher salary and even if freshers are recruited, adequate training is not given before putting them on the job and many employers demand quick results in the name of the competition. But in my opinion, it would continue to become more and more difficult to get experienced persons tailor made to suit each organization and there is thus a strong case for catching bright young people and help them develop through formal in house training followed by monitored on the job training.

Thus a change in outlook is called for and it is important to realize that proper training and development of human resources is an unavoidable and vital investment which has the potential of paying rich dividends over a longer period.

This policy will not only help the individual organizations themselves but the country as a whole.

A handwritten signature in cursive script that reads "P. K. Das".